

Winter 2024 Employee Engagement Survey

Manitoba Government Report on Overall Results

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Overview

The Employee Perspectives Program (EPP), which launched in 2020, is used to gather insights from Manitoba's public servants on their experience in the workplace.

The program involves an annual survey, an ongoing employee perspectives panel, employee life cycle surveys (e.g. exit surveys), focus groups and other data-gathering exercises that aim to connect senior government decision-makers directly to the diverse perspectives of the members of Manitoba's Public Service (MPS).

The Winter 2024 Employee Engagement Survey was conducted from March 4 to March 15, 2024. The survey results are included in this report, which serve as a starting point for the coming year's efforts to better understand employees and respond to these perspectives in meaningful ways. Information on the survey distribution and data analysis is available under Appendix A.

Questions?

For questions about the Employee Engagement Survey, please contact the Public Service Commission at **AskPSC**.

Next Steps

The Manitoba government has committed to an ongoing cycle of feedback, analysis and action, centred on the EPP and its annual employee engagement survey. The following results, and their contrast to previous results, help guide decisions on future employee engagement initiatives and serve as a starting point for these important conversations.

Department and Division-level Analysis

Further to this corporate report, deputy ministers will be provided with departmental and divisional reports. Based on feedback received from department leaders, larger divisions will be provided with further branch-level reporting. This enhancement will ensure more relevant data for areas where employee counts are high. Senior leadership will review how this feedback applies specifically to their departments and will take appropriate action among their leadership teams to address areas in need of attention.

Feedback from these reports is only the beginning of the conversation. Leaders are strongly encouraged to provide opportunities to explore these findings further with their teams through town halls, follow-up surveys, focus groups or interviews.

Taking Action

The results from prior employee engagement surveys have led to the creation of initiatives like the Learning Fund, the Idea Fund, CONNECT weekly newsletter, and the establishment of MPS Employee Engagement Team. Ongoing enhancements to these initiatives have been informed by routine employee feedback obtained through this important engagement tool.

Of particular significance, a new corporate onboarding program is being implemented this year to help new employees feel inspired, engaged and equipped to perform their new job effectively. When the data collected in routine surveying sparks ideas for improvement, immediate actions like these can be taken.

Additionally, the EPP was expanded to include a corporate exit survey that continues to collect instrumental feedback to inform enhancements to initiatives that support employee retention.

What We Heard

Summary of Findings

In comparison to the 2023 Engagement Survey, participation rates were similar (from 45.9% in 2023 to 45.8% in 2024).

Survey Themes

The 2024 Engagement Survey measured several themes, consistent with the 2023 survey:

- Culture
- Capacity
- Talent
- Leadership
- Engagement

The following outlines the statements that fall into each theme:

Culture statements:

- I have positive working relationships with my co-workers.
- Innovation is valued in my work.
- I have opportunities to provide input into decisions that affect my work.
- I receive meaningful recognition for work well done.
- I have support at work to balance my work and personal life.
- I am treated respectfully at work.

Capacity statements:

- My job is a good fit with my skills and interests.
- I have support at work to provide a high level of service.

Talent statements:

- My organization supports my work related learning and development.
- I have opportunities for career growth within the Manitoba government.

Leadership statements:

- I have confidence in the senior leadership of my department.
- I know how my work contributes to the achievement of my department's goals.
- Essential information flows effectively from senior leadership to staff.
- I am satisfied with the quality of supervision I receive.

Engagement statements:

- I am satisfied with my department.
- Overall, I am satisfied with my work as a Manitoba government employee.
- I am proud to tell people I work for the Manitoba government.
- I am inspired to give my best.
- I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.
- I would recommend the Manitoba government as a great place to work.
- Overall, I feel valued as a Manitoba government employee.

Other statements:

- The Manitoba government provides access to respectful workplace resources and supports.
- I have applied innovation in how I approach my work.
- I feel included in my workplace.

Key Observations

The following table shows a comparison of the average scores by theme with the 2023 survey results. The overall agreement score average has increased 2.3%, from 63.9% to 66.2% and all themes have increased. The most significant increases were seen in the **Engagement** and **Leadership** themes at **+3.8%** and **+2.7%** respectively.

Theme	2024	2023	Change
Culture	69.3%	67.8%	1.5%
Capacity	72.6%	71.4%	1.2%
Talent	61.6%	60.2%	1.4%
Leadership	64.7%	62%	2.7%
Engagement	59.9%	56.1%	3.8%
Other	75.4%	74.1%	1.3%
Average of All Statements	66.2%	63.9%	2.3%

The following statements received the highest agreement scores:

- I have positive working relationships with my co-workers. **(90.3%)**
- The Manitoba government provides access to respectful workplace resources and supports. **(81.9%)**
- My job is a good fit with my skills and interests. **(81.5%)**

The following statements received the lowest agreement scores:

- Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.) **(49%)**
- Overall, I feel valued as a Manitoba government employee. **(53.2%)**
- I have opportunities for career growth within the Manitoba Government. **(55.1%)**

Statement Summary Table

The table below lists each statement and their scores by Agree, Neutral and Disagree responses:

Theme	Statement	Agree	Neutral	Disagree
Culture	I have positive working relationships with my co-workers.	90.3%	6.8%	3%
Culture	Innovation is valued in my work.	56.8%	23.5%	19.7%
Culture	I have opportunities to provide input into decisions that affect my work.	64.5%	17.1%	18.5%
Culture	I receive meaningful recognition for work well done.	56.4%	20.4%	23.2%
Culture	I have support at work to balance my work and personal life.	68.6%	15.5%	15.9%
Culture	I am treated respectfully at work.	79.2%	11%	9.8%
Capacity	My job is a good fit with my skills and interests.	81.5%	10.7%	7.8%
Capacity	I have support at work to provide a high level of service.	63.7%	18%	18.4%
Talent	My organization supports my work related learning and development.	68%	17.9%	14%
Talent	I have opportunities for career growth within the Manitoba Government.	55.1%	22.8%	22%
Leadership	I know how my work contributes to the achievement of my department's goals.	77.5%	13%	9.4%
Leadership	Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)	49%	21.6%	29.4%
Leadership	I have confidence in the senior leadership of my department.	59.5%	17.9%	22.6%
Leadership	I am satisfied with the quality of supervision I receive.	72.9%	12.2%	14.8%
Engagement	I am satisfied with my department.	58.9%	19.9%	21.1%
Engagement	Overall, I am satisfied with my work as a Manitoba government employee.	69.3%	17.1%	13.6%
Engagement	I am proud to tell people I work for the Manitoba government.	60.4%	26.1%	13.5%
Engagement	I am inspired to give my very best.	64.2%	20.7%	15.1%
Engagement	I would recommend the Manitoba government as a great place to work.	56.4%	26.5%	17.1%
Engagement	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.	56.9%	27.2%	15.9%
Engagement	Overall, I feel valued as a Manitoba government employee.	53.2%	22.1%	24.7%
Other	I have applied innovation in how I approach my work.	72.5%	20%	7.5%
Other	I feel included at my workplace.	71.7%	15.2%	13%
Other	The Manitoba government provides access to respectful workplace resources and supports.	81.9%	12.2%	5.9%

Notes

- Agree includes Strongly Agree and Agree responses.
- Disagree includes Strongly Disagree and Disagree responses.
- Neutral represents the Neither agree nor disagree responses.
- Results were rounded to 1 decimal place which may result in a total percentage greater or less than 100%.

Comparison to the 2023 Employee Engagement Survey

The following statements received the highest increase in agreement scores when compared with the 2023 results:

- I have confidence in the senior leadership of my department. **(+7.2%)**
- Overall, I feel valued as a Manitoba government employee. **(+5.1)**
- I would recommend the Manitoba government as a great place to work. **(+5.0%)**

There was only one statement with a notable decrease in agreement score compared to the 2023 results:

- I know how my work contributes to the achievement of my department's goals. **(-1.4%)**

There were multiple statements that remained relatively stable when compared to the 2023 results:

- I have positive working relationships with my co-workers. **(0.3%)**
- I have opportunities to provide input into decisions that affect my work. **(0.5%)**
- I am treated respectfully at work. **(0.6%)**
- My job is a good fit with my skills and interests. **(-0.3%)**
- The Manitoba government provides access to respectful workplace resources and supports. **(1%)**

The table below compares the agreement scores for each statement in the 2023 and 2024 surveys.

Theme	Statement	2024	2023	Change
Culture	I have positive working relationships with my co-workers.	90.3%	90%	0.3%
Culture	Innovation is valued in my work.	56.8%	54.4%	2.5%
Culture	I have opportunities to provide input into decisions that affect my work.	64.5%	64%	0.5%
Culture	I receive meaningful recognition for work well done.	56.4%	54%	2.4%
Culture	I have support at work to balance my work and personal life.	68.6%	66%	2.6%
Culture	I am treated respectfully at work.	79.2%	78.6%	0.6%
Capacity	My job is a good fit with my skills and interests.	81.5%	81.8%	-0.3%
Capacity	I have support at work to provide a high level of service.	63.7%	60.9%	2.7%
Talent	My organization supports my work related learning and development.	68%	66.7%	1.4%
Talent	I have opportunities for career growth within the Manitoba Government.	55.1%	53.8%	1.4%
Leadership	I know how my work contributes to the achievement of my department's goals.	77.5%	78.9%	-1.4%
Leadership	Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)	49%	45.8%	3.2%
Leadership	I have confidence in the senior leadership of my department.	59.5%	52.3%	7.2%
Leadership	I am satisfied with the quality of supervision I receive.	72.9%	71%	1.9%
Engagement	I am satisfied with my department.	58.9%	55.1%	3.9%
Engagement	Overall, I am satisfied with my work as a Manitoba government employee.	69.3%	66.7%	2.6%
Engagement	I am proud to tell people I work for the Manitoba government.	60.4%	56.1%	4.3%
Engagement	I am inspired to give my very best.	64.2%	61.5%	2.8%
Engagement	I would recommend the Manitoba government as a great place to work.	56.4%	51.4%	5%
Engagement	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.	56.9%	53.7%	3.1%
Engagement	Overall, I feel valued as a Manitoba government employee.	53.2%	48.2%	5.1%
Other	I have applied innovation in how I approach my work.	72.5%	71.3%	1.2%
Other	I feel included at my workplace.	71.7%	70%	1.7%
Other	The Manitoba government provides access to respectful workplace resources and supports.	81.9%	80.9%	1%

Notes

- Agree includes Strongly Agree and Agree responses.

Who We Heard From

The 2024 Employee Engagement Survey heard from 5,485 respondents out of a possible 11,988.

- This represents 45.8% of active government employees.
- Eighteen departments participated in the survey.
- A department breakdown is noted below.

4,795 employees responded to the demographic questions. The diversity characteristics of respondents are as follows:

- 55.3% declared as women.
- 23.2% declared as a member of a visible minority group.
- 12.3% declared as immigrants.
- 10.1% declared as persons with disabilities.
- 9.6% declared as Indigenous People.
- 5.9% declared as English as an Additional Language (excluding Francophone).
- 4.8% declared as 2SLGBTQIA+.
- 3.8% declared as Francophone.
- 0.8% declared as veterans.

The respondents ages ranged from:

- 8.8% were under 30 years old.
- 21.7% were 30-39 years old.
- 30.5% were 40-49 years old.
- 23.9% were 50-59 years old.
- 6.7% were over 59 years old.

The amount of time respondents have been working for government ranged from:

- 28.0% worked for less than 3 years.
- 20.5% worked for 3 to less than 10 years.
- 18.0% worked for 10 to less than 15 years.
- 12.8% worked for 15 to less than 20 years.
- 16.8% worked for 20 years or more.

Of the responses received:

- 92.2% were regular employees.
- 96.6% worked full-time.
- 77.7% are based in Winnipeg.

The table below shows the participation by department.

BA	Department	Population	Completes	Participation Rate
BA44	Advanced Education and Training	94	80	85.1%
BA20	Indigenous Economic Development	19	16	84.2%
BA17	Public Service Commission	319	240	75.2%
BA13	Municipal and Northern Relations	292	197	67.5%
BA03	Agriculture	320	214	66.9%
BA12	Environment and Climate Change	442	295	66.7%
BA07	Finance	468	309	66%
BA08	Consumer Protection and Government Services	1100	714	64.9%
BA14	Sport, Culture, Heritage and Tourism	140	87	62.1%
BA16	Education and Early Childhood Learning	415	236	56.9%
BA11	Labour and Immigration	220	121	55%
BA24	Housing, Addictions and Homelessness	494	271	54.9%
BA10	Economic Development, Investment, Trade and Natural Resources	755	409	54.2%
BA09	Families	1497	793	53%
BA21	Health, Senior and Long-Term Care	494	228	46.2%
BA02	Executive Council	44	20	45.5%
BA15	Transportation and Infrastructure	1326	447	33.7%
BA04	Justice	3549	715	20.1%
	I am not sure		30	
	Choose not to answer		63	
	Total	11988	5485	45.8%

Notes

- Includes active, regular, term, political (technical), and designated departmental employees.
- Counts were based on completed surveys through individualized email links and the open link shared through CONNECT, Employee Self Service (ESS) News, promotional posters, etc.
- Open link responses also include responses from those who requested alternate formats of the survey (paper copy).

Demographic Analysis

Relatively new employees, part-time employees and those who are working in term positions remain most likely to agree with statements related to how satisfied they are with their work and the functioning of their department, as well as the degree of pride they take in working with Manitoba's public service. Newer employees are also generally more likely to agree with statements related to feeling valued and preferring to stay with the public service as opposed to working elsewhere – although the gap is not significant. As has been the case in the past, those

who identify as a member of a visible minority group and those born outside Canada are more likely to agree with employee engagement.

Indigenous employees and those who identify as having a disability remain slightly less likely to agree with culture-related statements, such as having positive relationships with co-workers, feeling included in the workplace, being treated respectfully at work and receiving meaningful recognition for work well done.

Newer employees and those working in term positions are also most likely to agree with capacity statements such as having support to provide a high level of service, and knowing how their work contributes to achieving their department's goals. Employees working part-time are also more likely than those working full-time to feel they have support to provide a high level of service.

With respect to leadership theme measures, newer and term employees are much more likely to agree with statements relating to confidence in departmental leadership, how essential information is shared, satisfaction with the quality of supervision received, and how their work contributes to achieving departmental goals. Younger adults (those under the age of 40), immigrants and those who identify as a visible minority also express a higher level of confidence in their department and to agree with statements regarding leadership.

Those who identify as a visible minority and immigrants are more likely to agree they are provided with access to respectful workplace resources and that they feel included in their workplace, while those who identify as having a disability are less likely to agree with these two statements.

Appendix A: Survey Distribution and Analysis

Engagement Overview

Probe Research Inc. (Probe), an independent and respected third-party research firm, was contracted by the Manitoba government to conduct this iteration of the annual employee engagement survey. The survey was open from March 4 to March 15, 2024 and was delivered through Probe's surveying platform, Voxco.

The online survey was open to all active employees including regular, term, political (technical) and designated departmental. A total of 11,988 Manitoba government employees were eligible to complete the survey. Employees were notified about the survey through a variety of communications channels including:

- CONNECT - the weekly government e-bulletin, and a special issue dedicated to the employee engagement survey.
- Posts on the MPS LinkedIn page, employee network groups and communities of practice.
- Weekly email reminders sent by Probe.
- The Employee Self Service site where employees access pay and other employee information.
- Invitations to participate through an open link or QR (Quick Response) code mailed to public servants without government email addresses.
- Messages from leadership and department engagement leads.
- Promotional Posters

The survey was made available to employees in two ways:

1. Those with Manitoba government email addresses received a secure link to the web survey via email. Participants received an initial invitation, followed by two reminder emails to those who had not yet completed the survey.
2. A second version of the survey was available on an open web link to help capture employees who do not have access to email or the internet as part of their day-to-day duties, and to offer an additional option or entry point to the survey for all potential respondents. This version of the survey could also be accessed by scanning a QR (Quick Response) code with a mobile device.

A total of 5,485 employees completed the survey, including 2,113 who completed the version sent via email and 3,372 who completed the open link version of the survey. This represents a response rate of 45.8%.

With a sample size of 5,485, the margin of error (based on a Finite Population Correction) is 1.0%, 19 times out of 20.

Data Analysis and Reporting

Reports of survey results at the corporate, department, and area levels are prepared by the Public Service Commission.

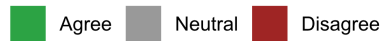
This report and subsequent reports will include results of the agreement scores for each statement. Agreement scores are based on responses that fall within five defined areas of agreement included in a 5-point Likert scale (strongly agree, agree, neither agree nor disagree, disagree and strongly disagree). Strongly agree and agree responses are combined, as are strongly disagree and disagree responses. The small number of respondents who choose not to answer a specific question are removed from the results when showing comparisons.

Confidentiality

Probe removed all identifying information (names and email addresses) from the data set prior to sharing it with the Public Service Commission. To ensure confidentiality of the survey results, responses of a particular group (department, division or demographic group) with fewer than 10 responses are not shared but are added to a broader group.

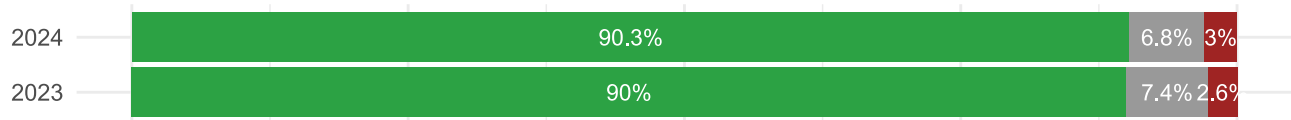
Survey Responses

The following statements are grouped by their respective themes. Agree includes both Strongly agree and Agree responses. Disagree includes both Strongly disagree and Disagree responses. Neutral represents the Neither agree nor disagree responses.



Culture

I have positive working relationships with my co-workers.



Innovation is valued in my work.



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



I receive meaningful recognition for work well done.

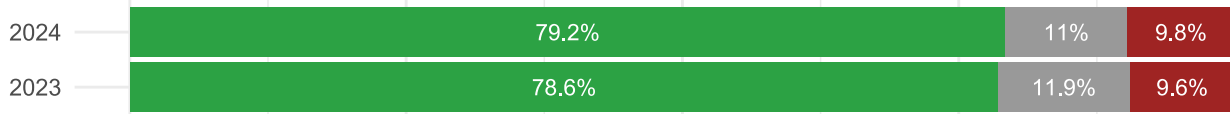


I have support at work to balance my work and personal life.



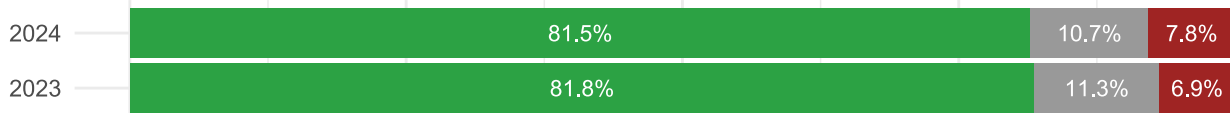
■ Agree
 ■ Neutral
 ■ Disagree

I am treated respectfully at work.



Capacity

My job is a good fit with my skills and interests.



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



Talent

My organization supports my work related learning and development.



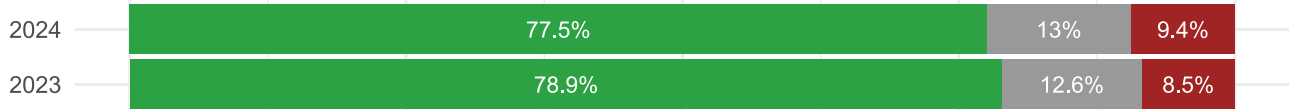
I have opportunities for career growth within the Manitoba Government.



■ Agree
 ■ Neutral
 ■ Disagree

Leadership

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



Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)



I have confidence in the senior leadership of my department.



I am satisfied with the quality of supervision I receive.



Engagement

I am satisfied with my department.



■ Agree
 ■ Neutral
 ■ Disagree

Overall, I am satisfied with my work as a Manitoba government employee.



I am proud to tell people I work for the Manitoba government.



I am inspired to give my very best.



I would recommend the Manitoba government as a great place to work.



I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.



Overall, I feel valued as a Manitoba government employee.



Agree Neutral Disagree

Other

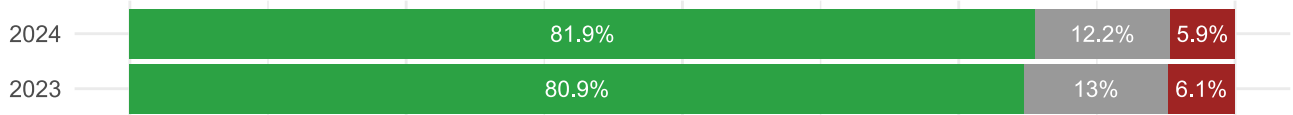
I have applied innovation in how I approach my work.



I feel included at my workplace.



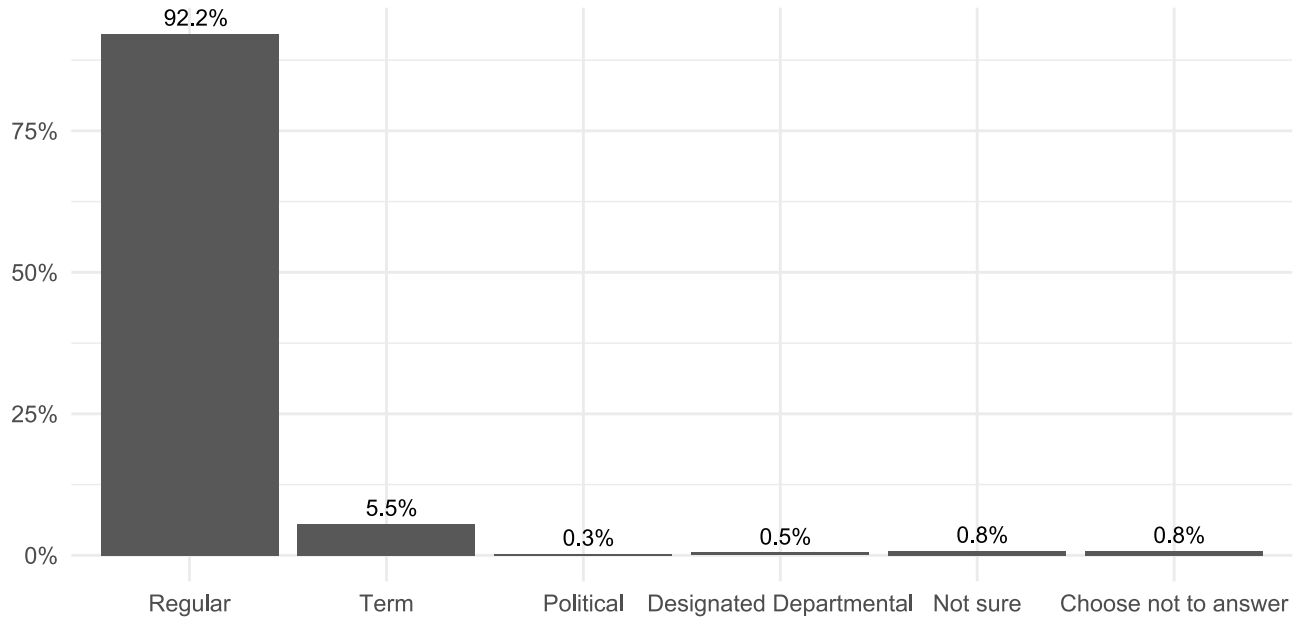
The Manitoba government provides access to respectful workplace resources and supports.



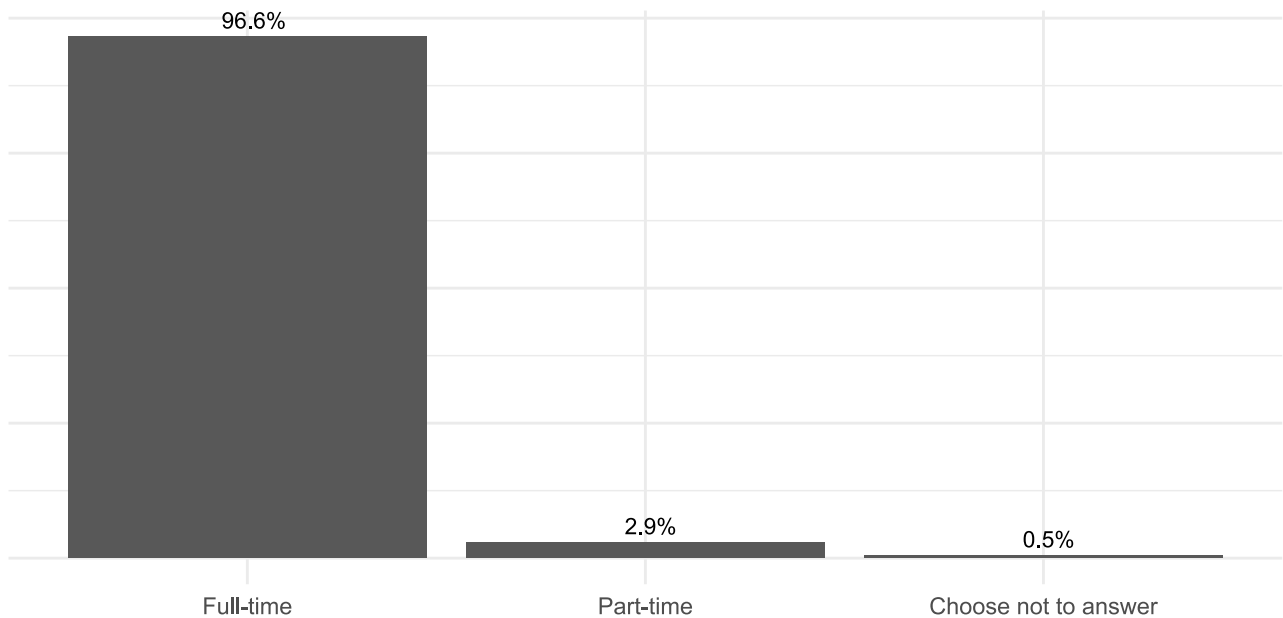
Demographics

In this survey, participants were given the option to provide their demographic information. The calculations in this section are based on those who participated.

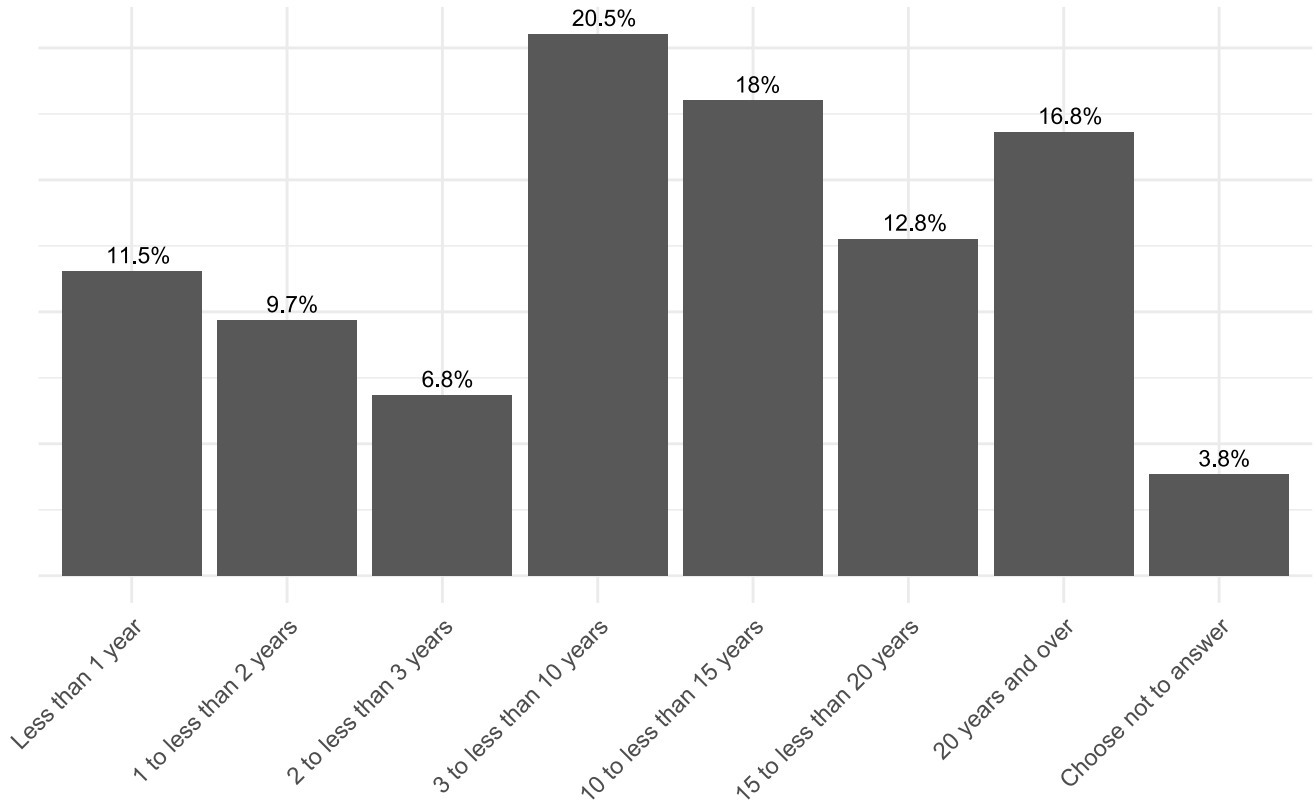
What is your current employee category with the Manitoba government?



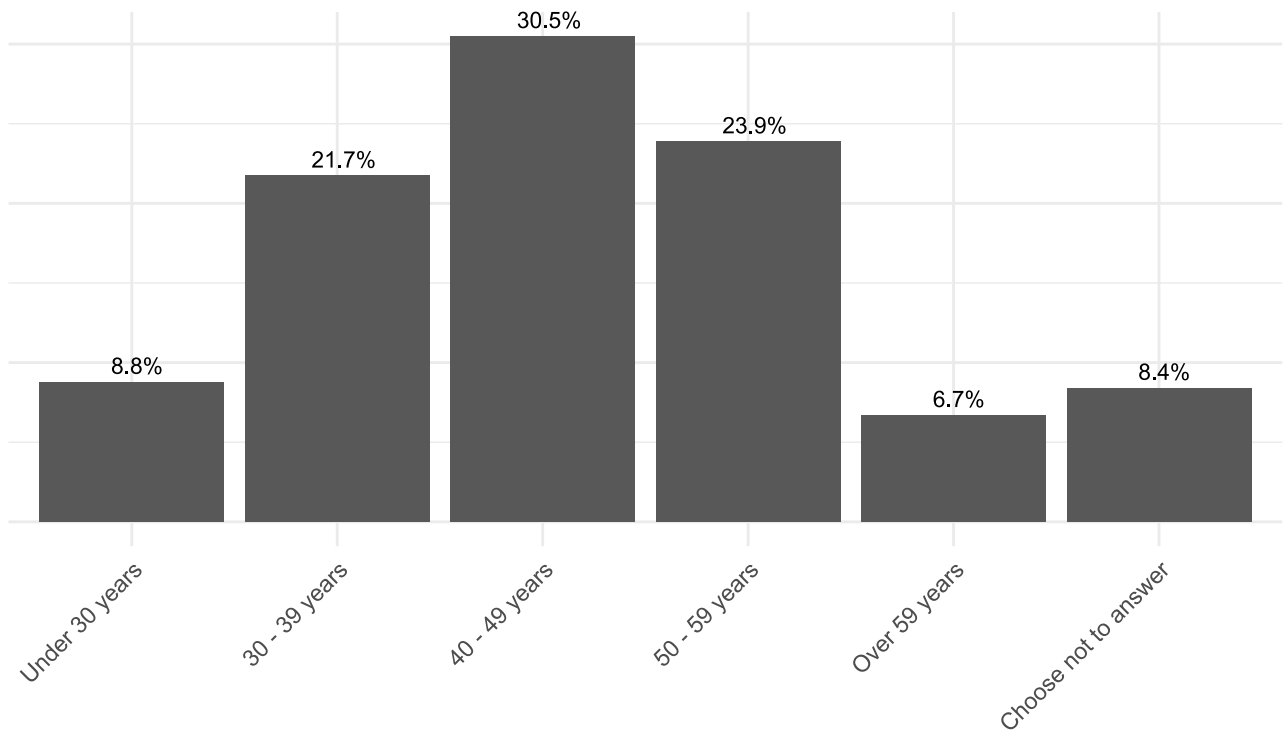
What is your current work schedule?



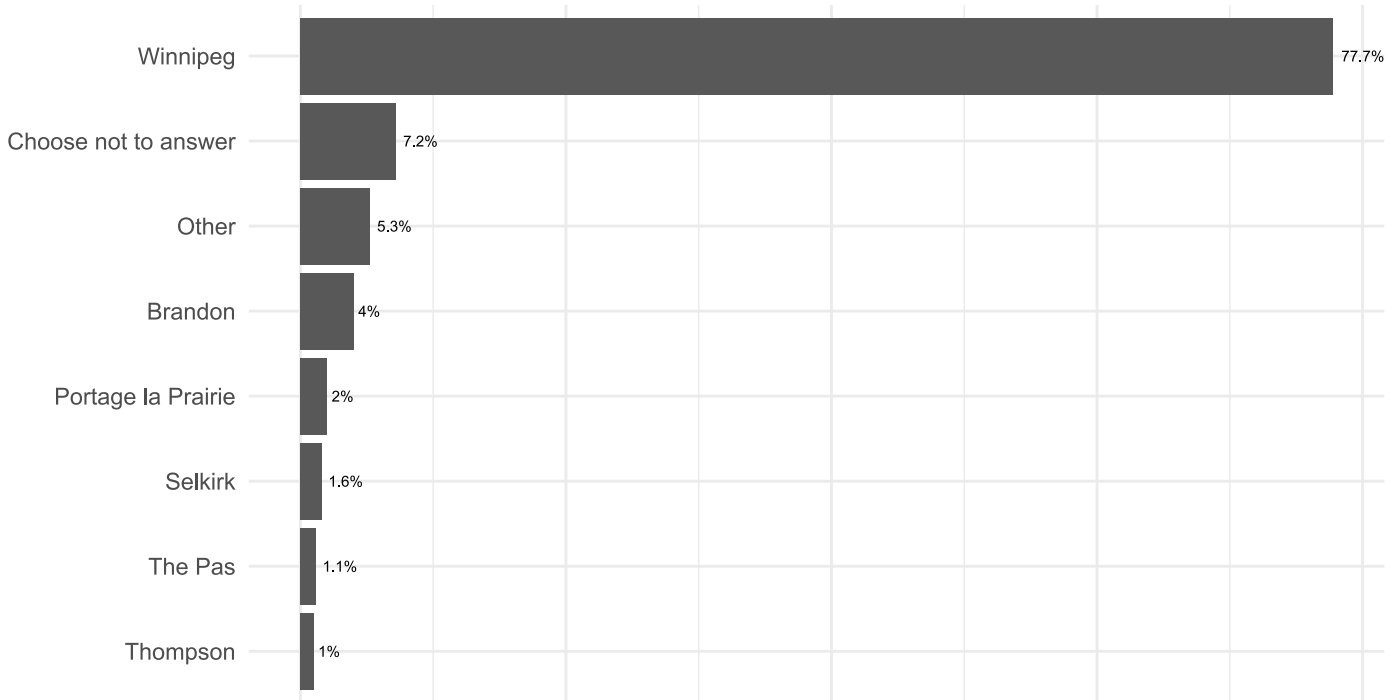
How many years have you worked with the Manitoba government?



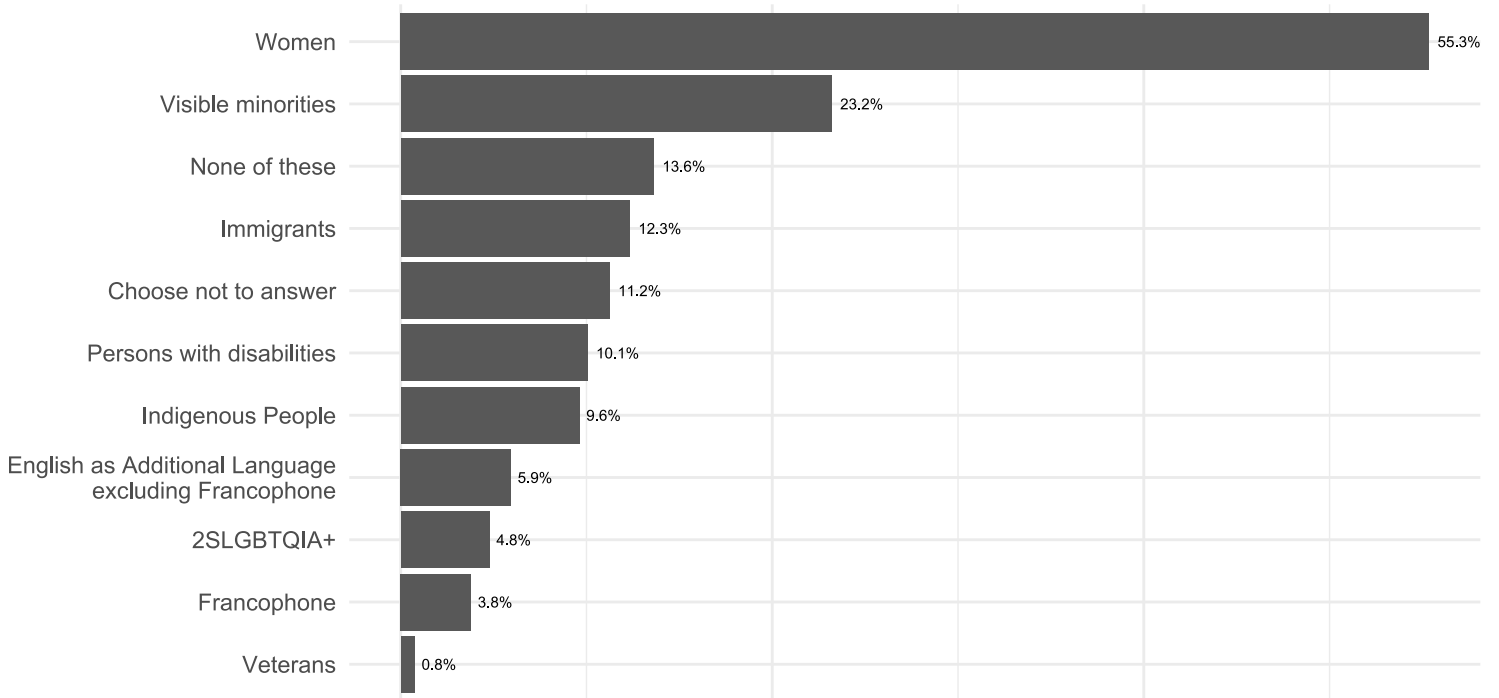
Which age group do you belong to?



Where is your regular work site (meaning facility, field, or office) located?

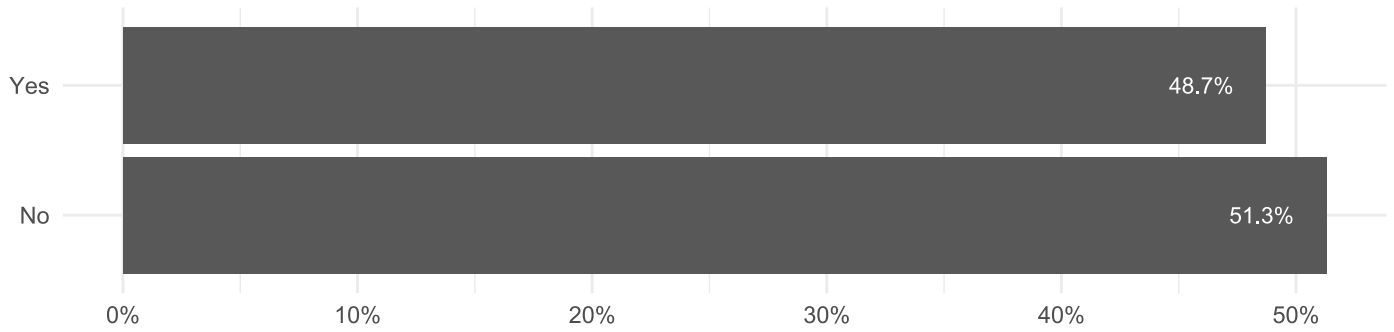


Manitoba's Public Service is a diverse workforce. Do you self-identify as belonging to one or more of the following groups?

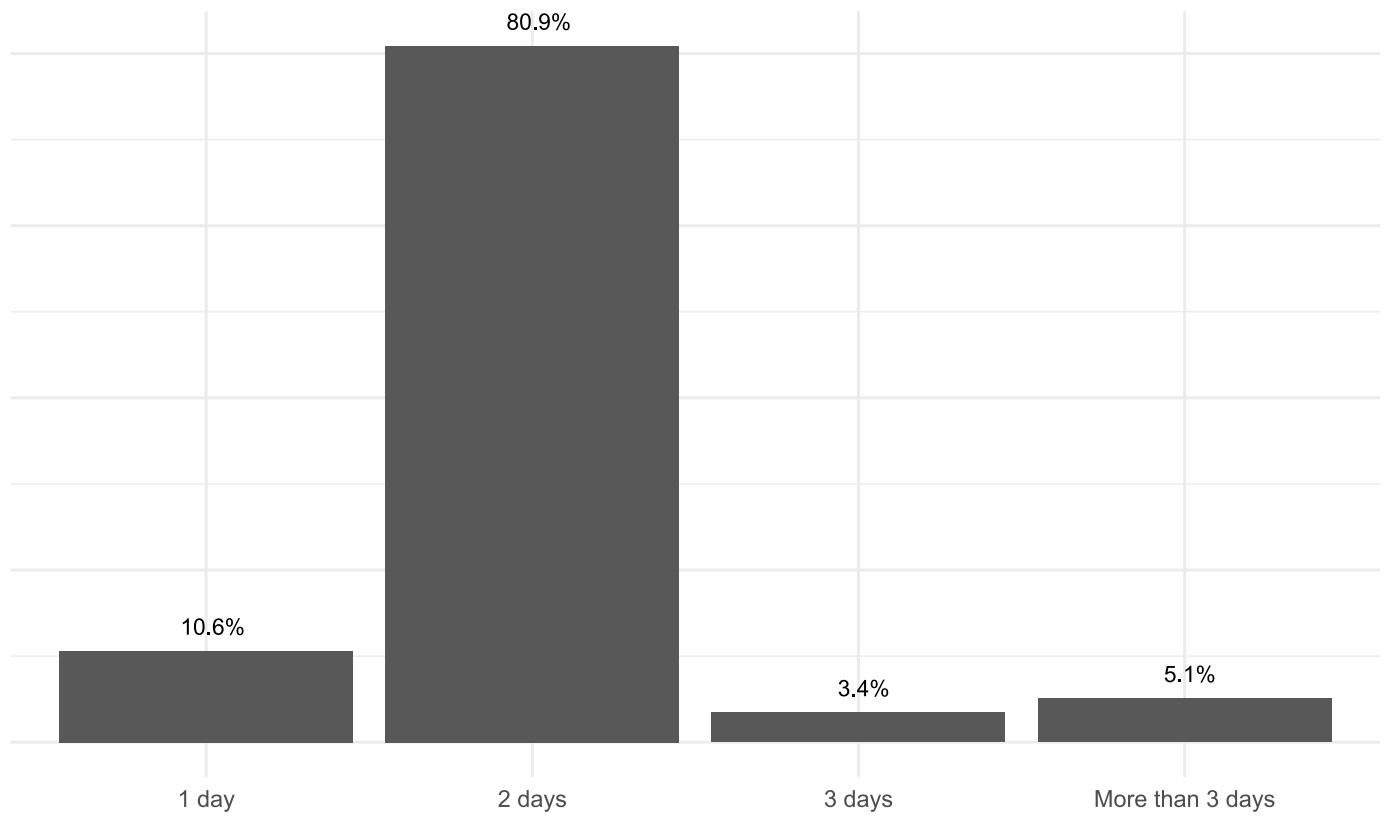


Flexible Work Arrangement

Do you currently work remotely either part-time or full-time under a flexible work arrangement (FWA)?



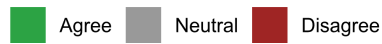
If yes, how many days a week do you work remotely?



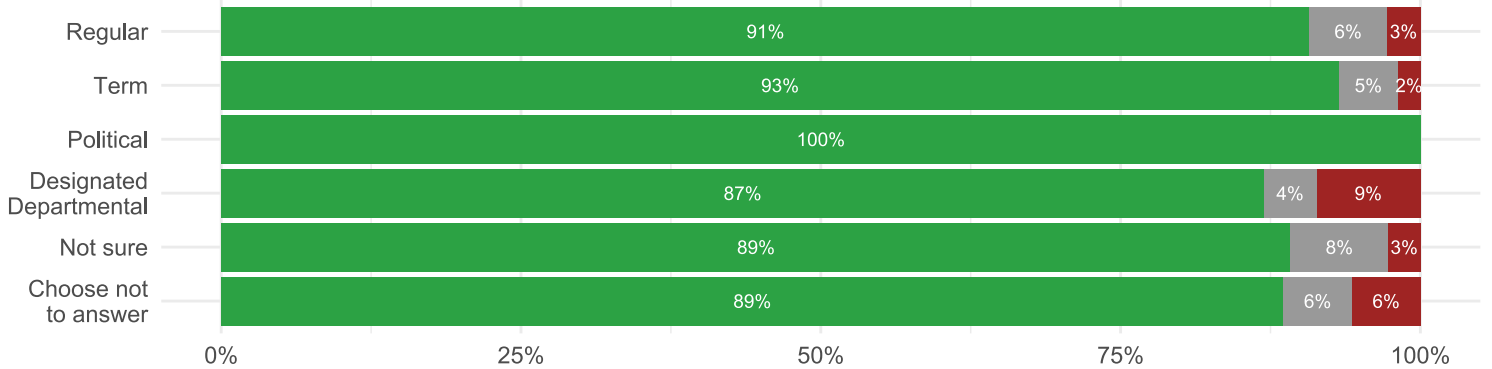
Survey Responses by Demographics

Culture

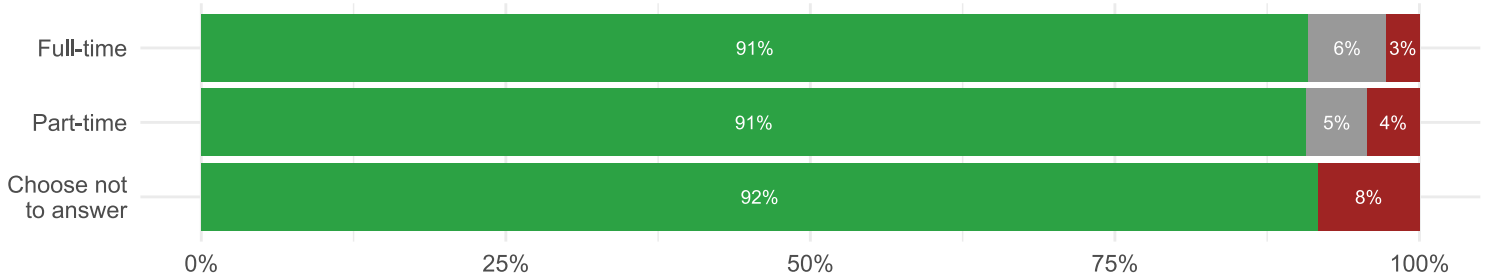
I have positive working relationships with my co-workers.



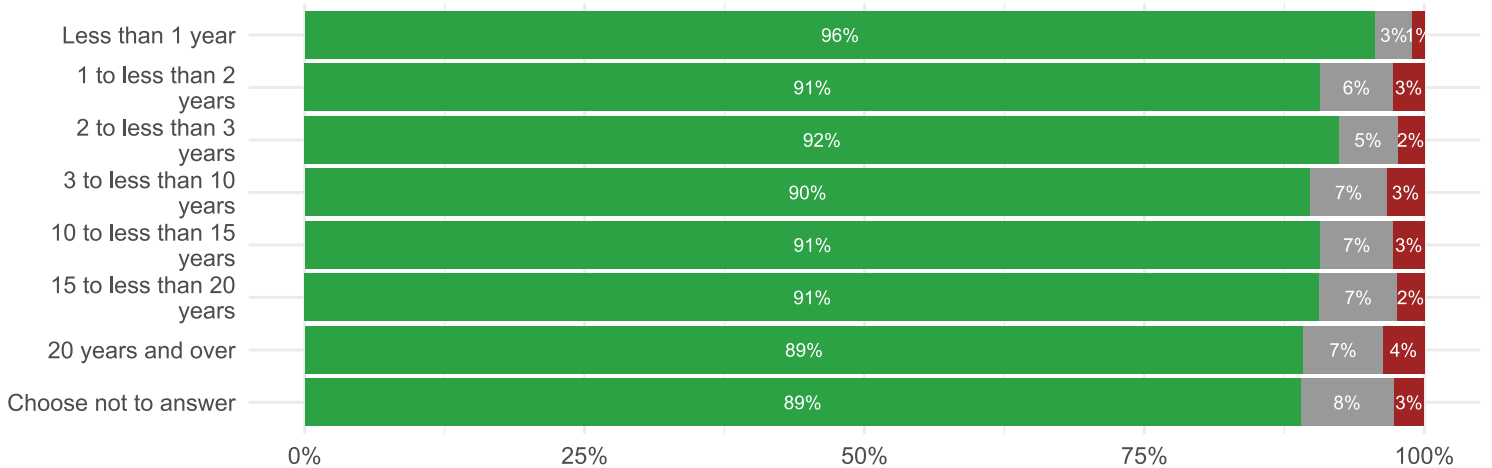
Employee Category



Schedule



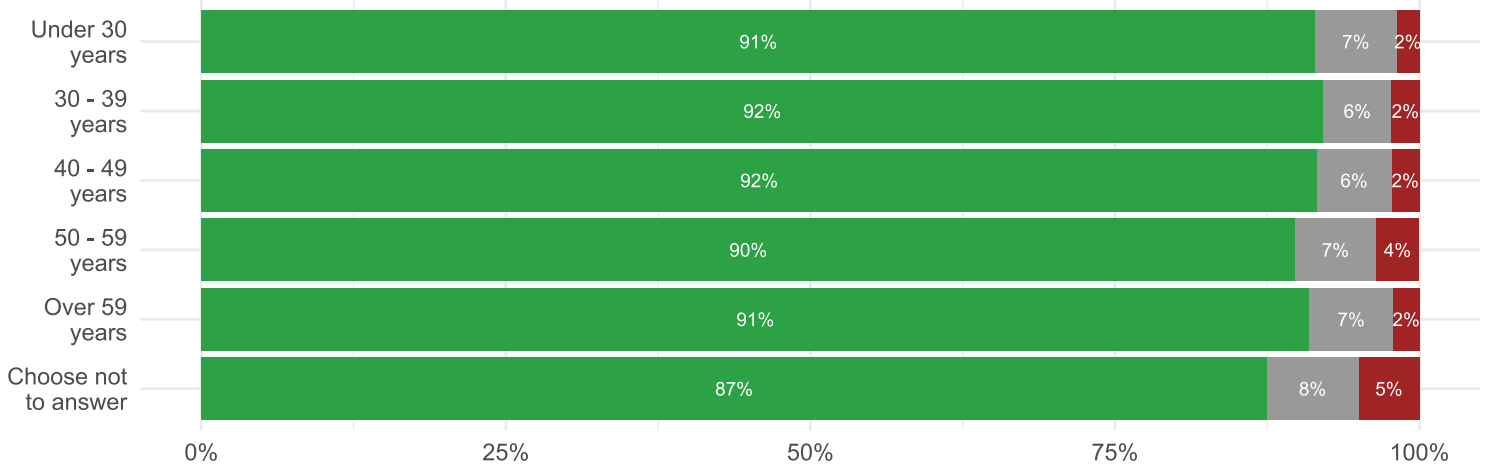
Years Worked



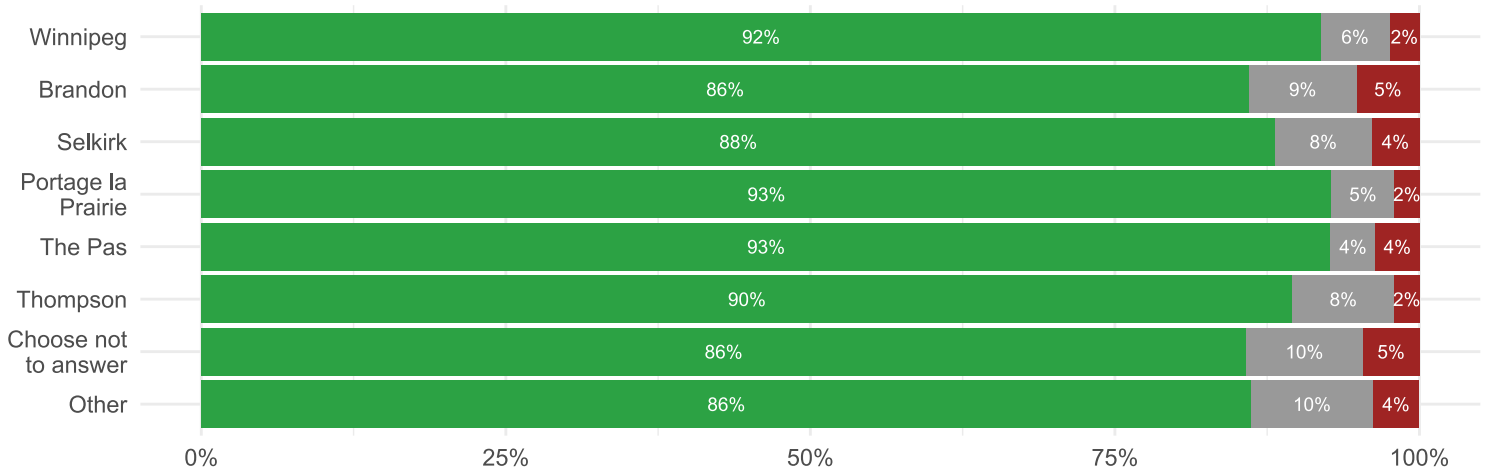
I have positive working relationships with my co-workers.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



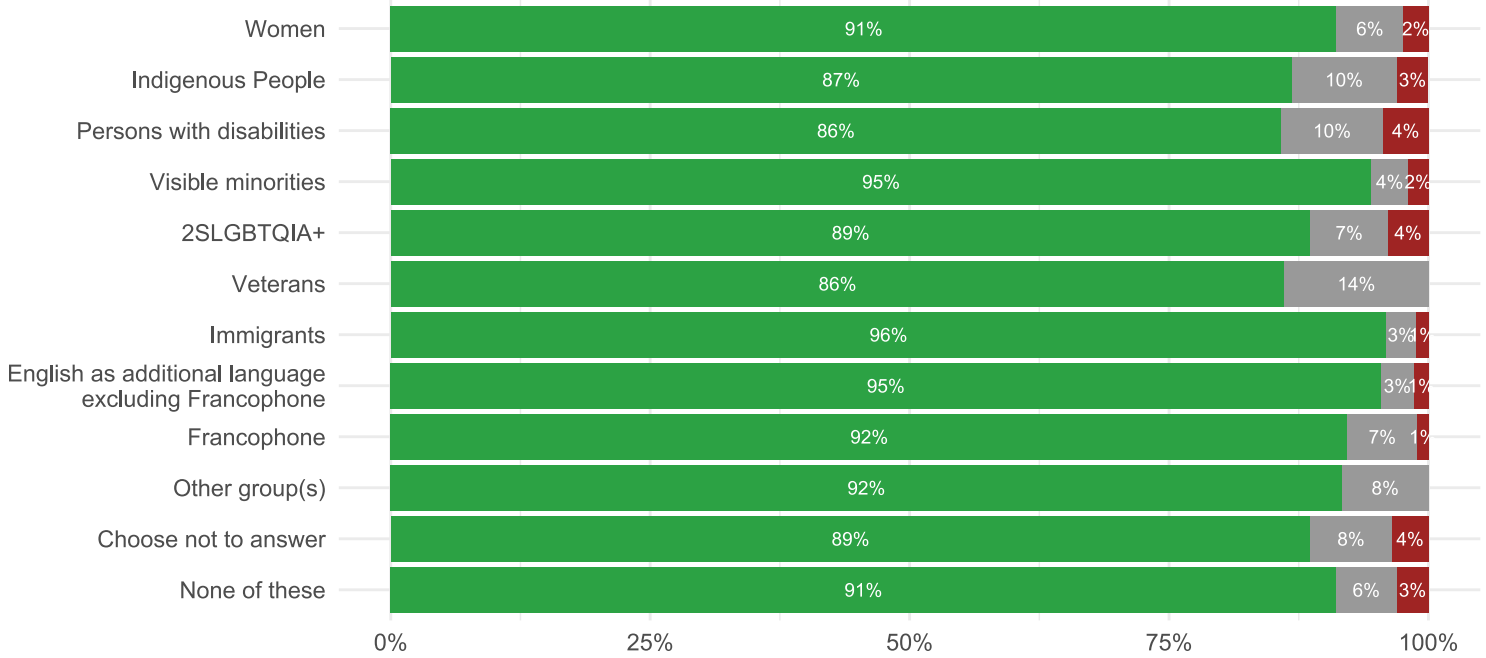
Location



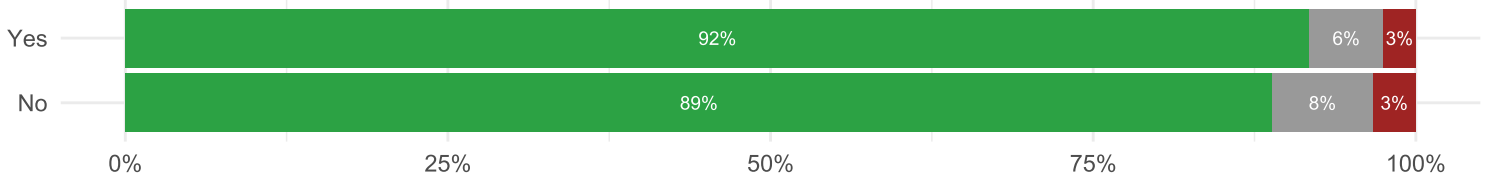
I have positive working relationships with my co-workers.

Agree Neutral Disagree

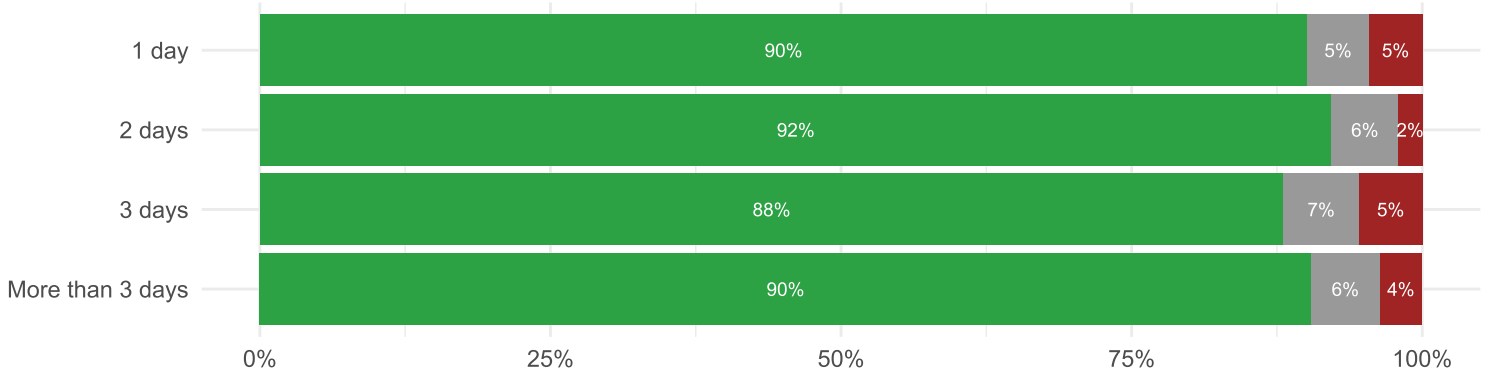
Diversity Group



Remote Work



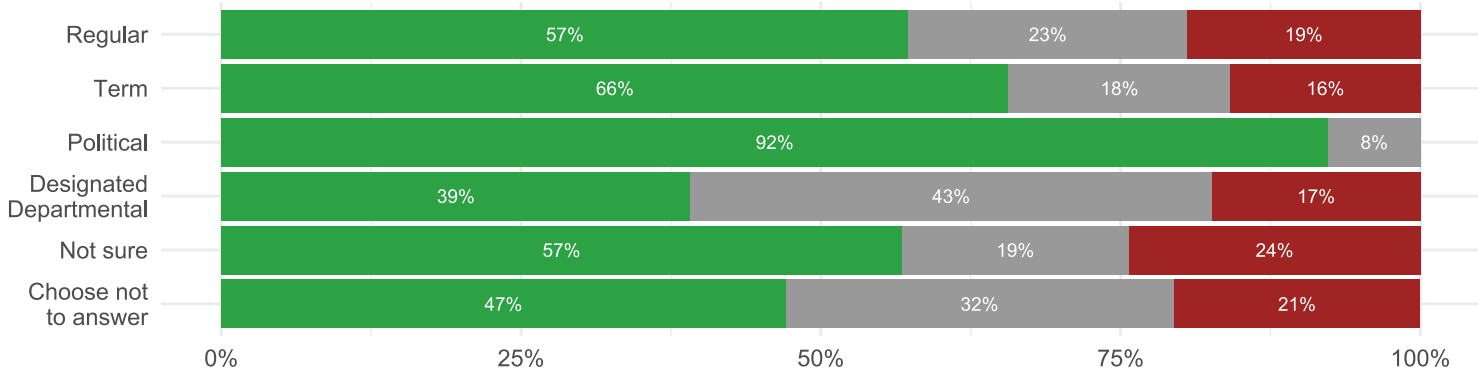
Remote Work Days



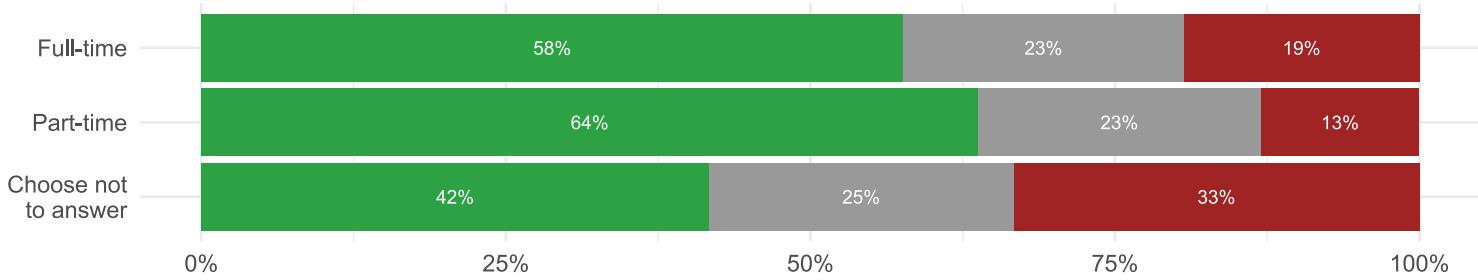
Innovation is valued in my work.

Agree Neutral Disagree

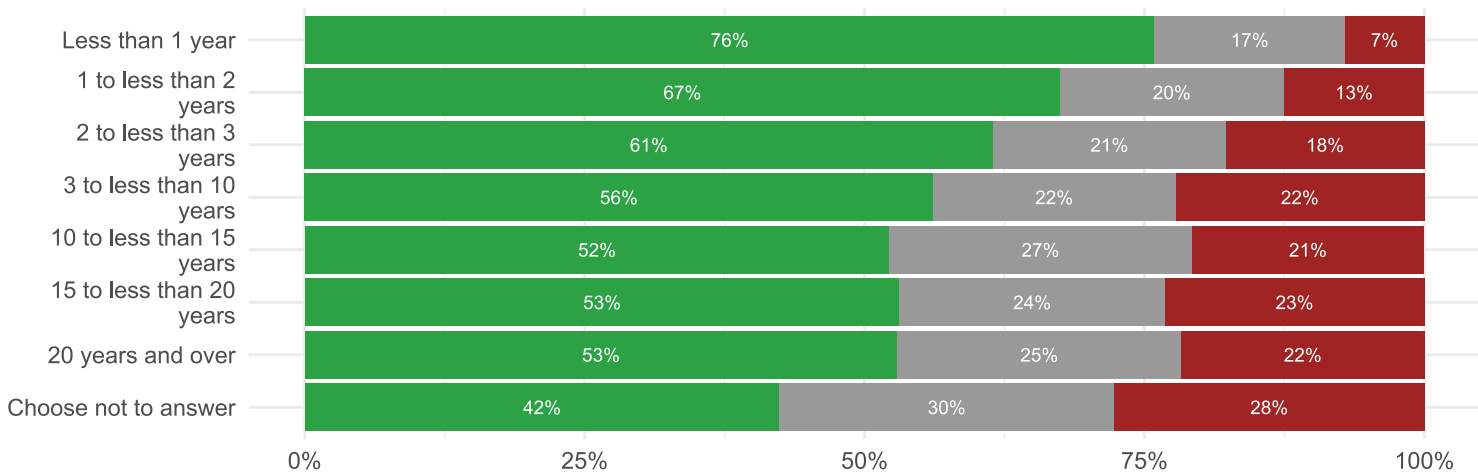
Employee Category



Schedule



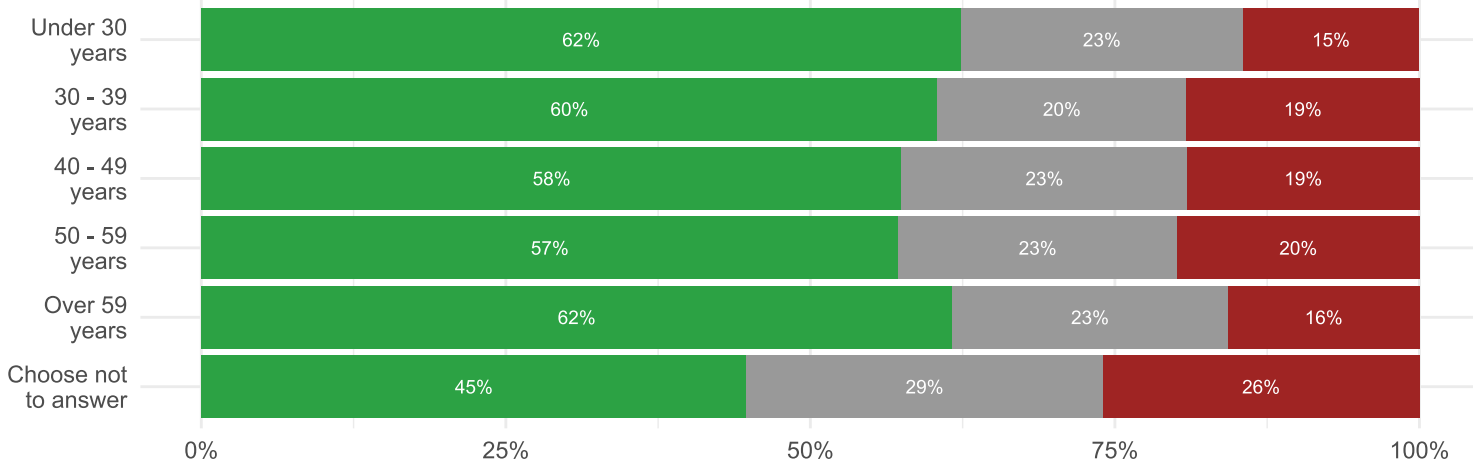
Years Worked



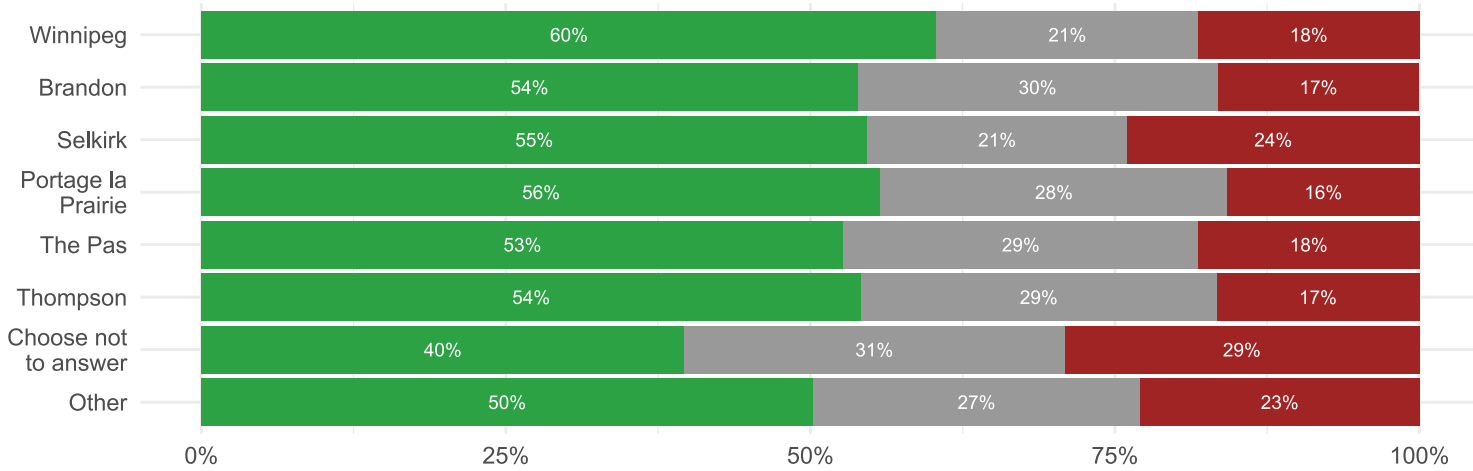
Innovation is valued in my work.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



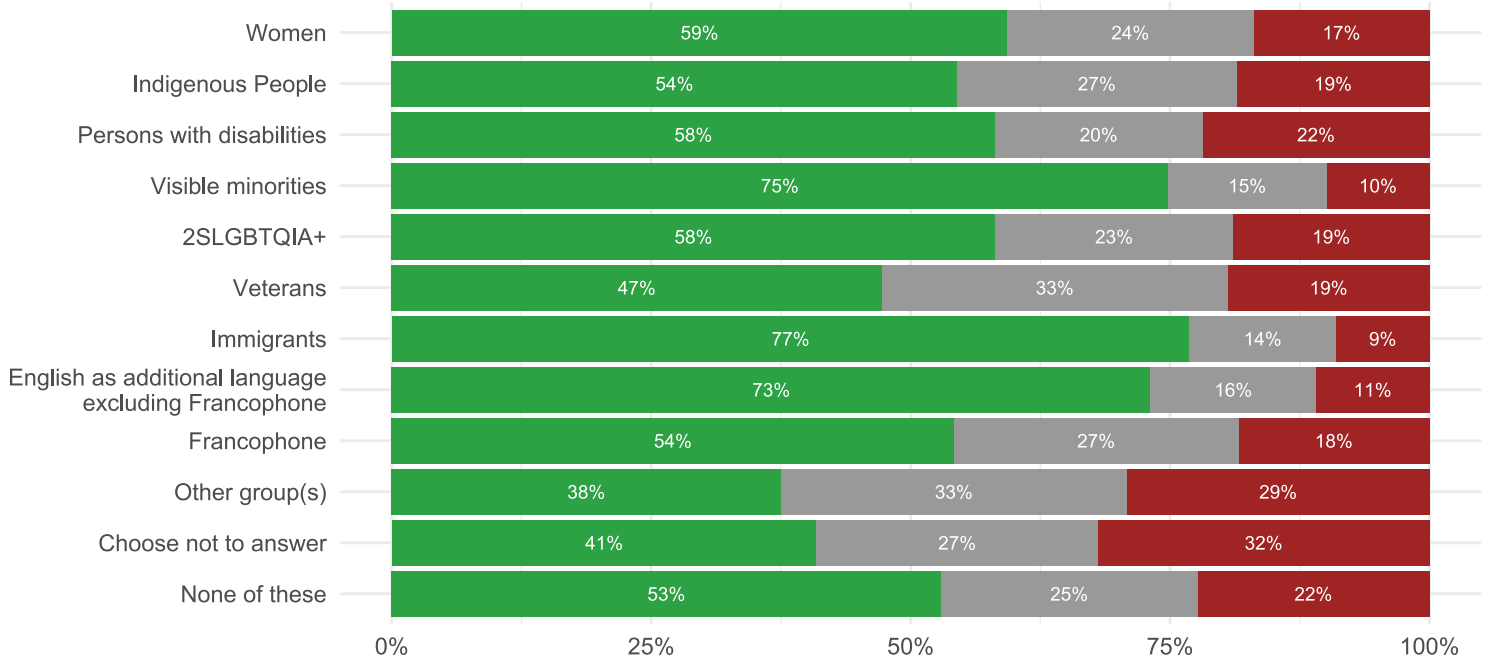
Location



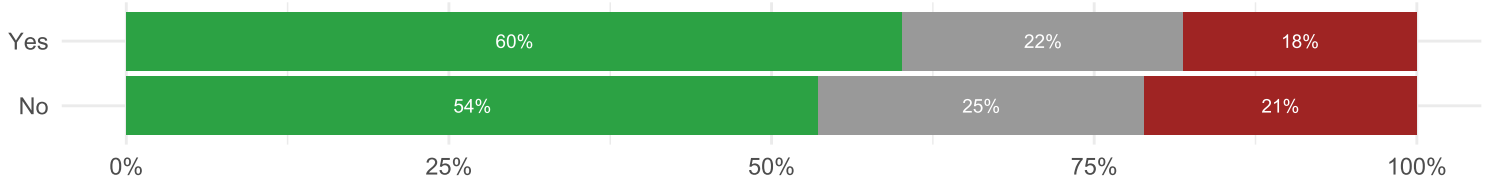
Innovation is valued in my work.

■ Agree
 ■ Neutral
 ■ Disagree

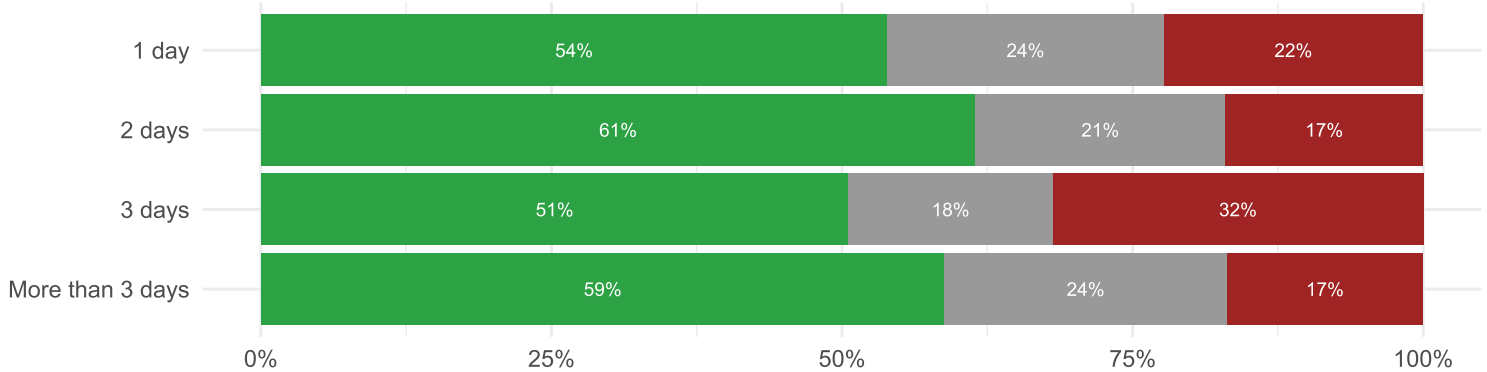
Diversity Group



Remote Work



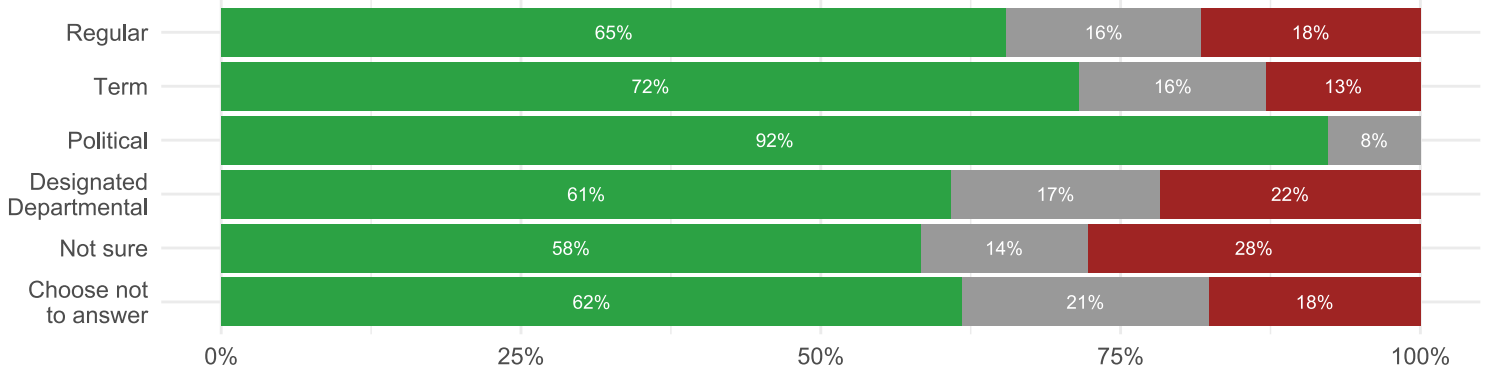
Remote Work Days



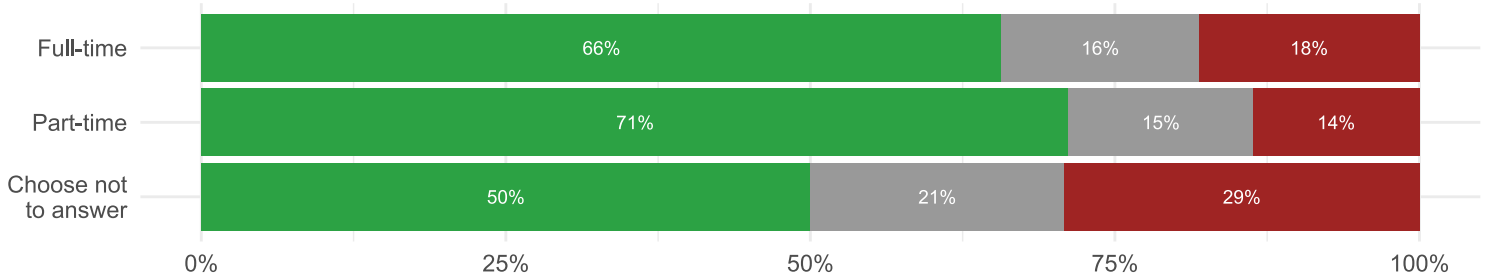
I have opportunities to provide input into decisions that affect my work.

Agree Neutral Disagree

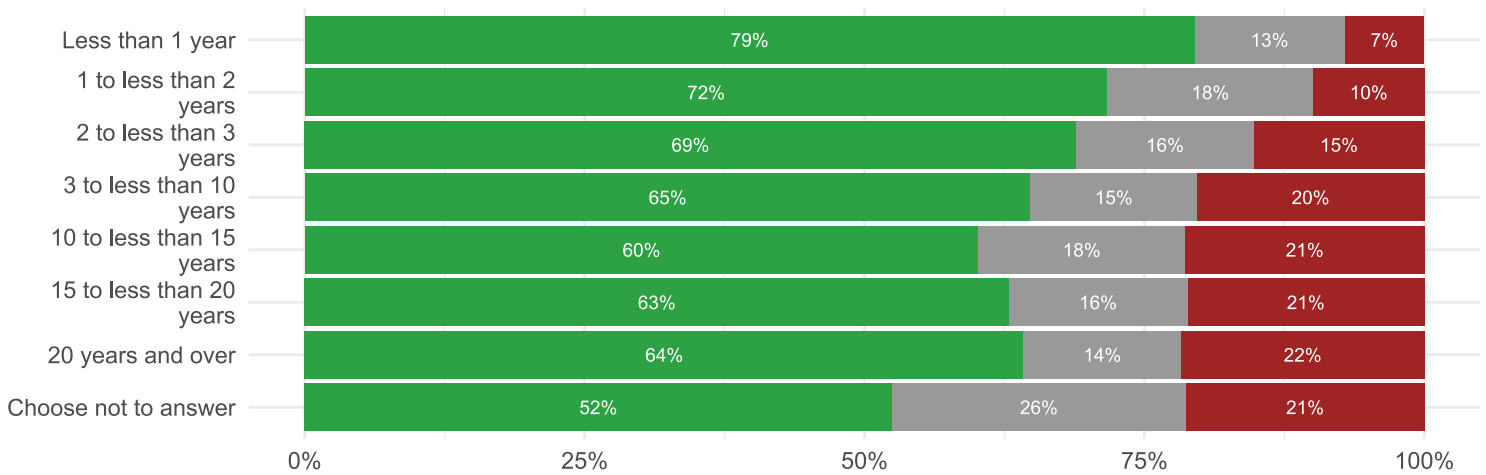
Employee Category



Schedule



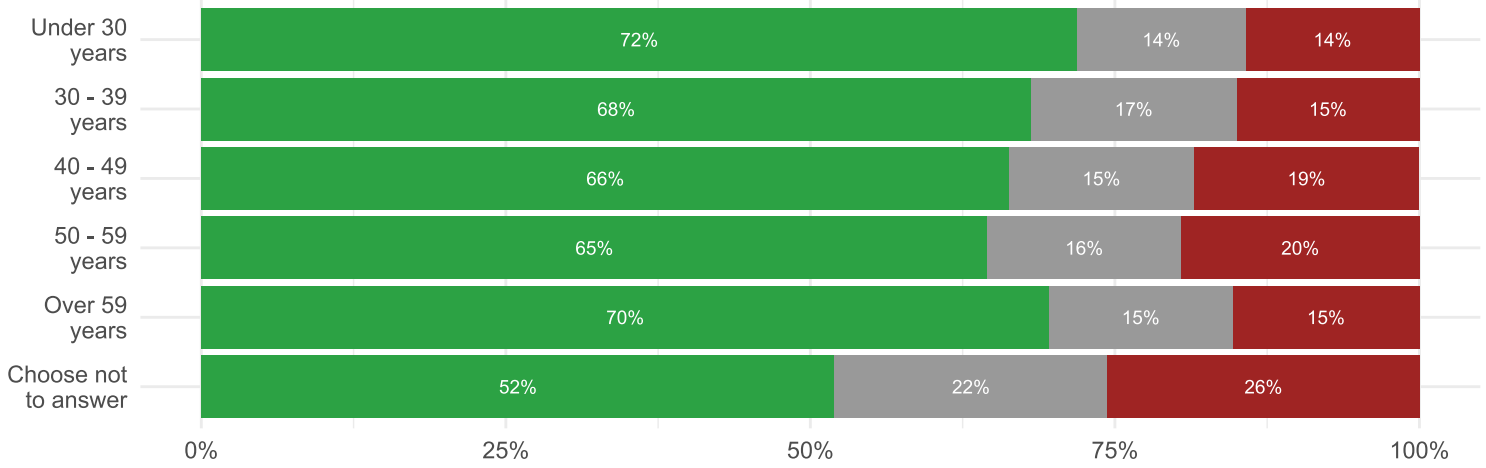
Years Worked



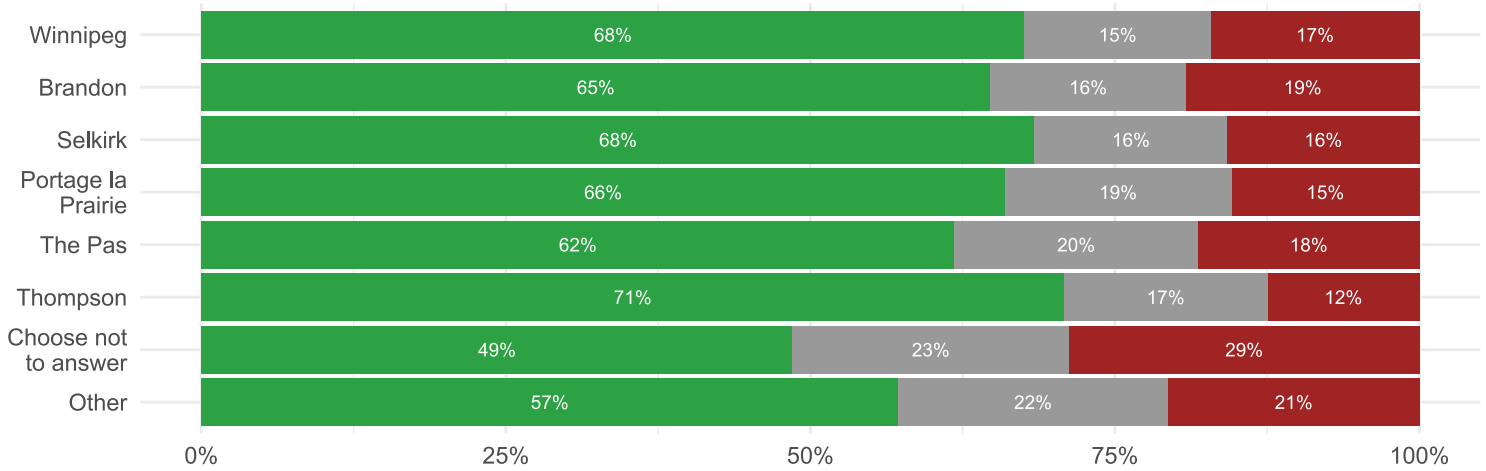
I have opportunities to provide input into decisions that affect my work.

Agree Neutral Disagree

Age Group



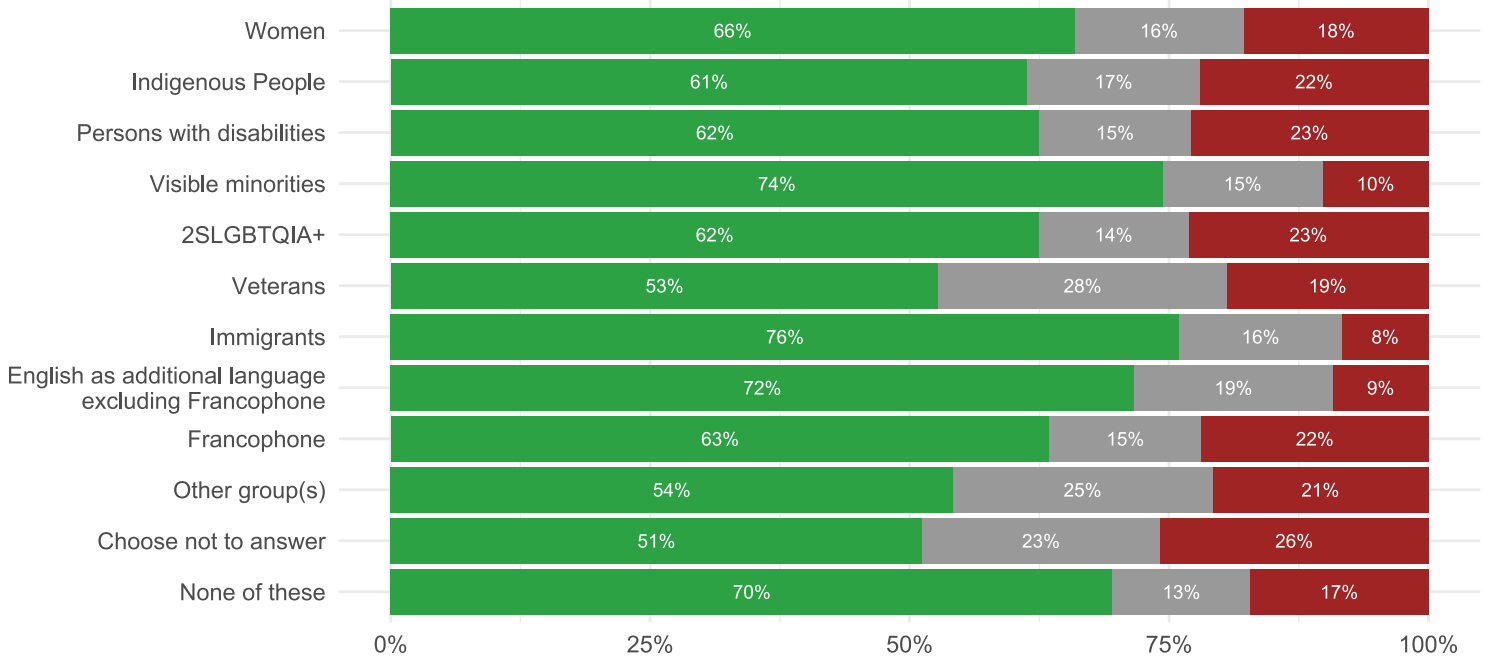
Location



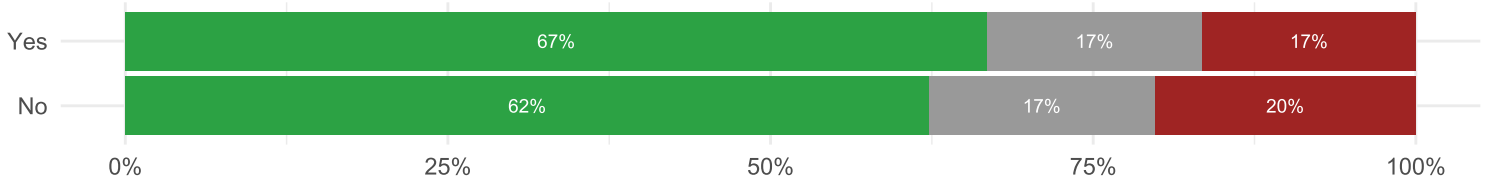
I have opportunities to provide input into decisions that affect my work.

Agree Neutral Disagree

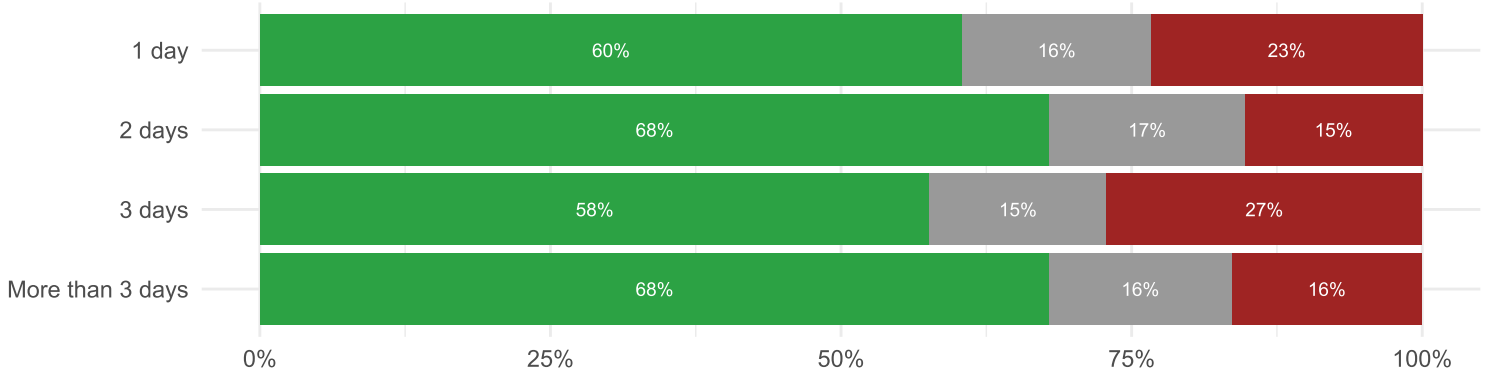
Diversity Group



Remote Work



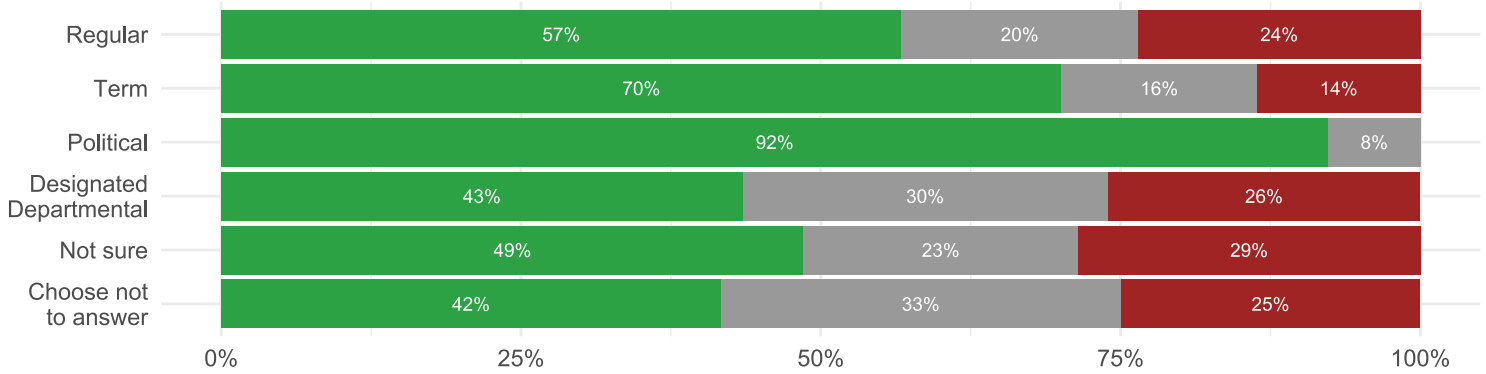
Remote Work Days



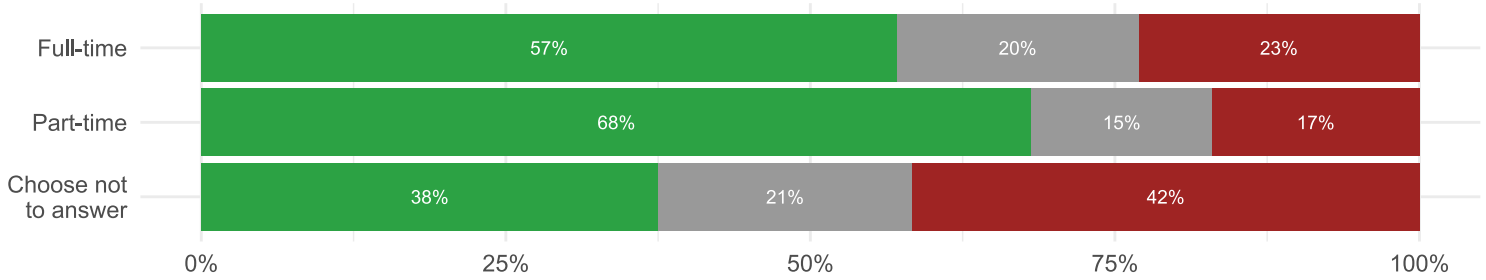
I receive meaningful recognition for work well done.

Agree Neutral Disagree

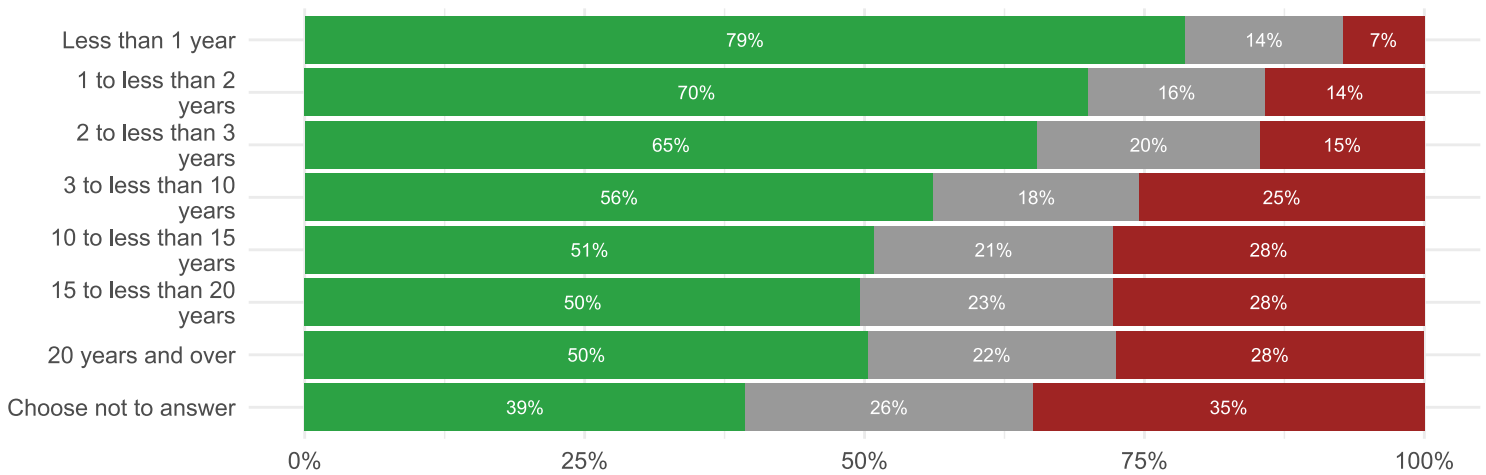
Employee Category



Schedule



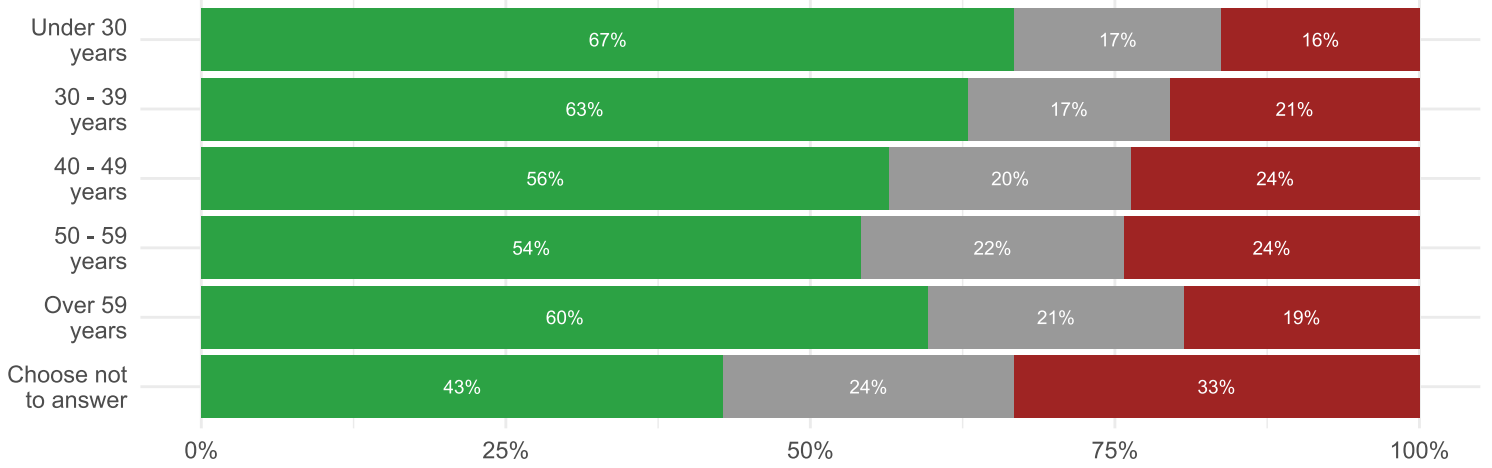
Years Worked



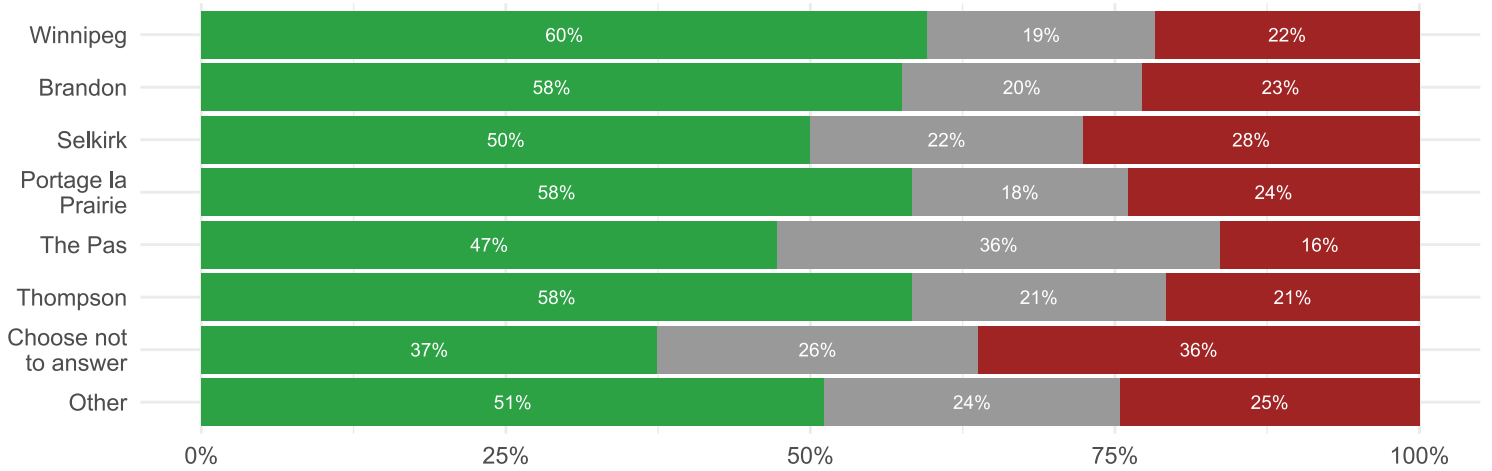
I receive meaningful recognition for work well done.

Agree Neutral Disagree

Age Group



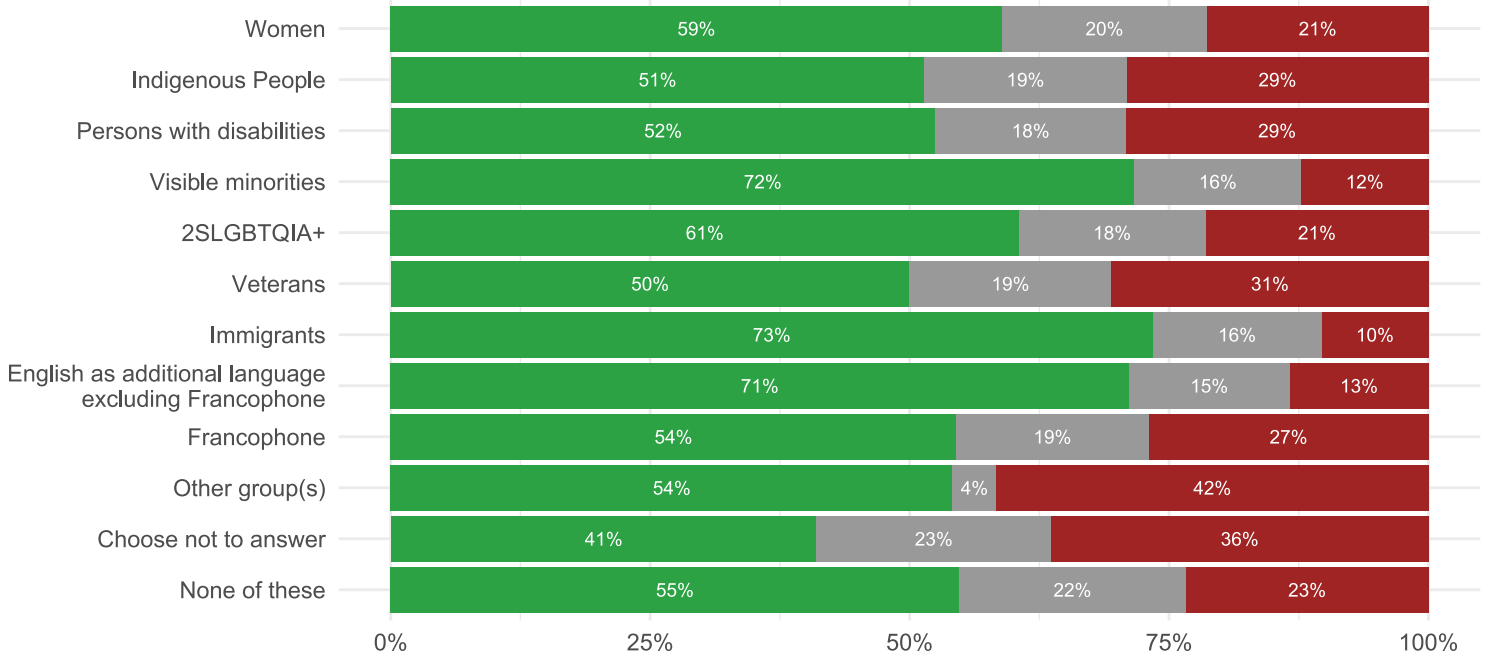
Location



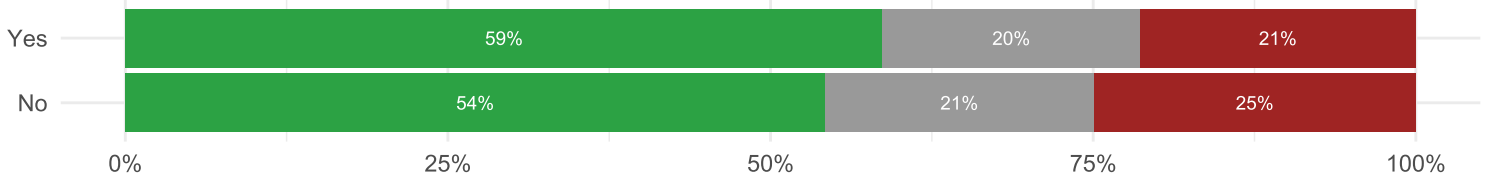
I receive meaningful recognition for work well done.

Agree Neutral Disagree

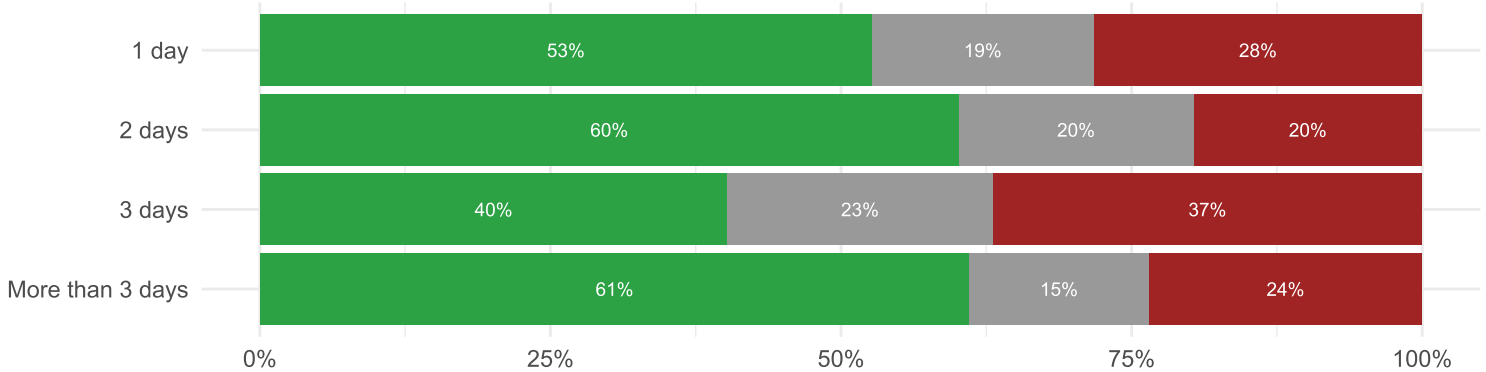
Diversity Group



Remote Work



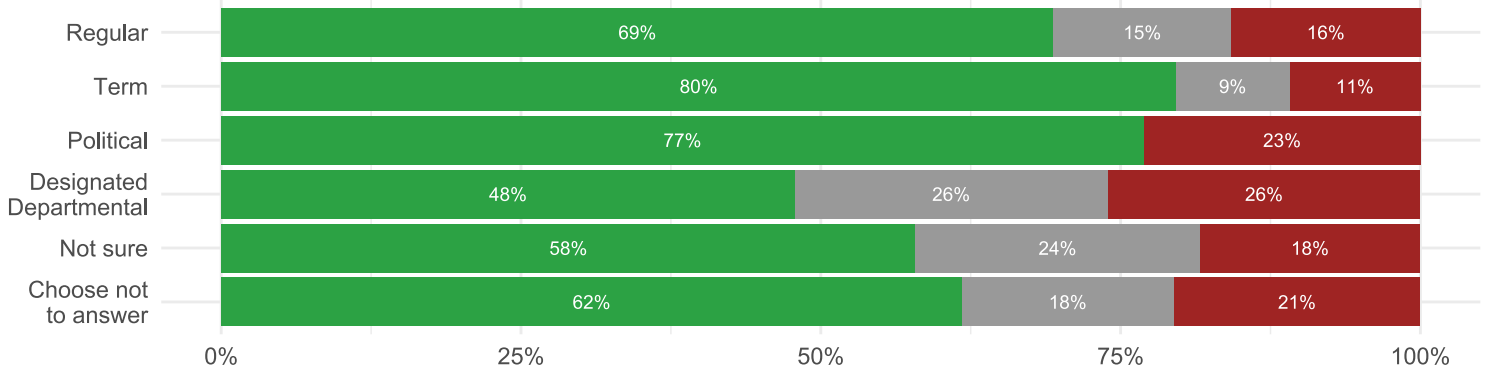
Remote Work Days



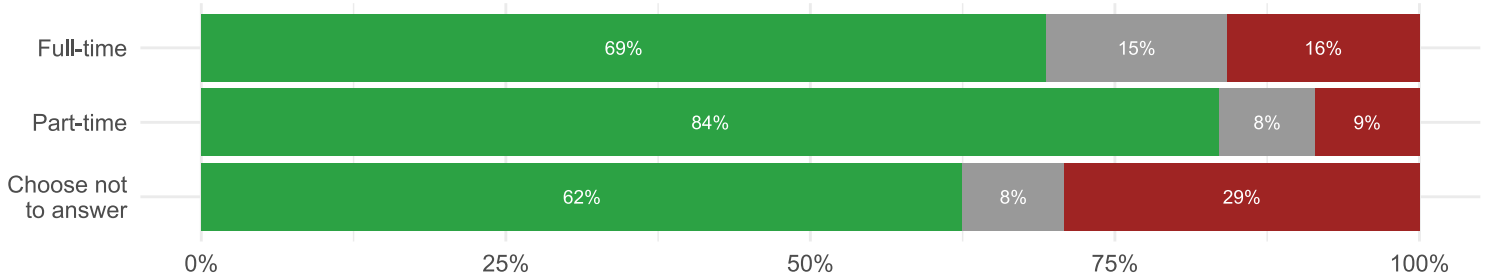
I have support at work to balance my work and personal life.

Agree Neutral Disagree

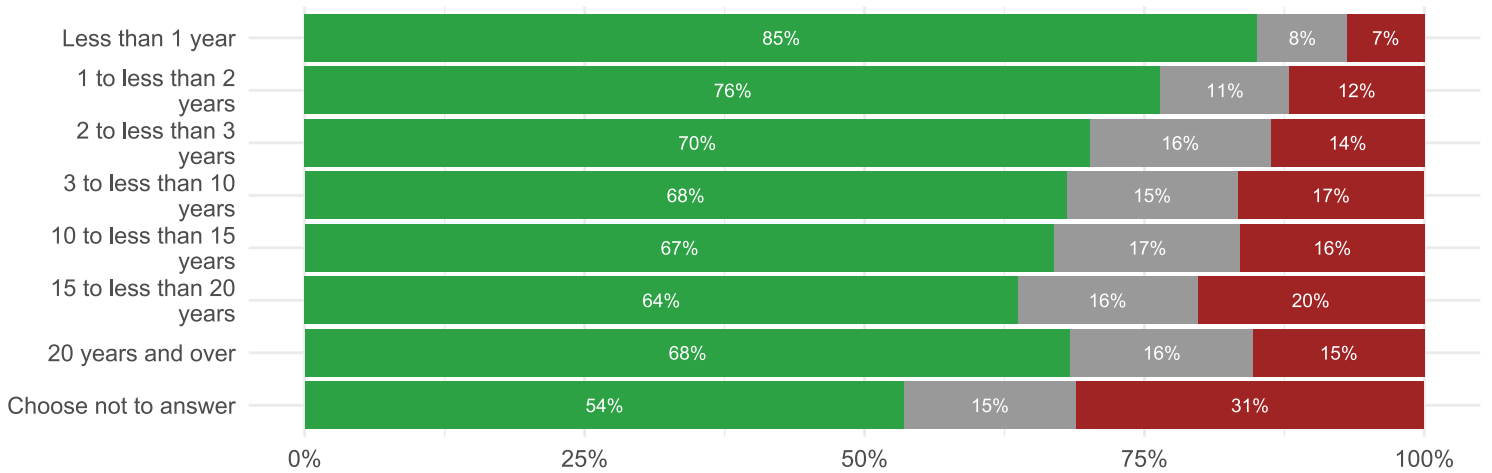
Employee Category



Schedule



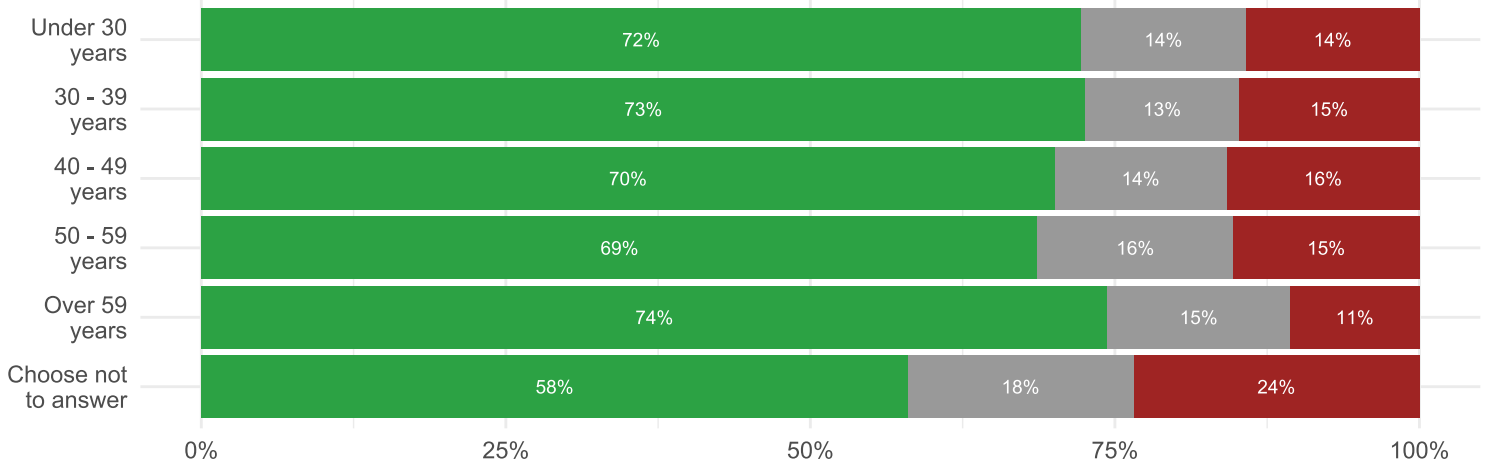
Years Worked



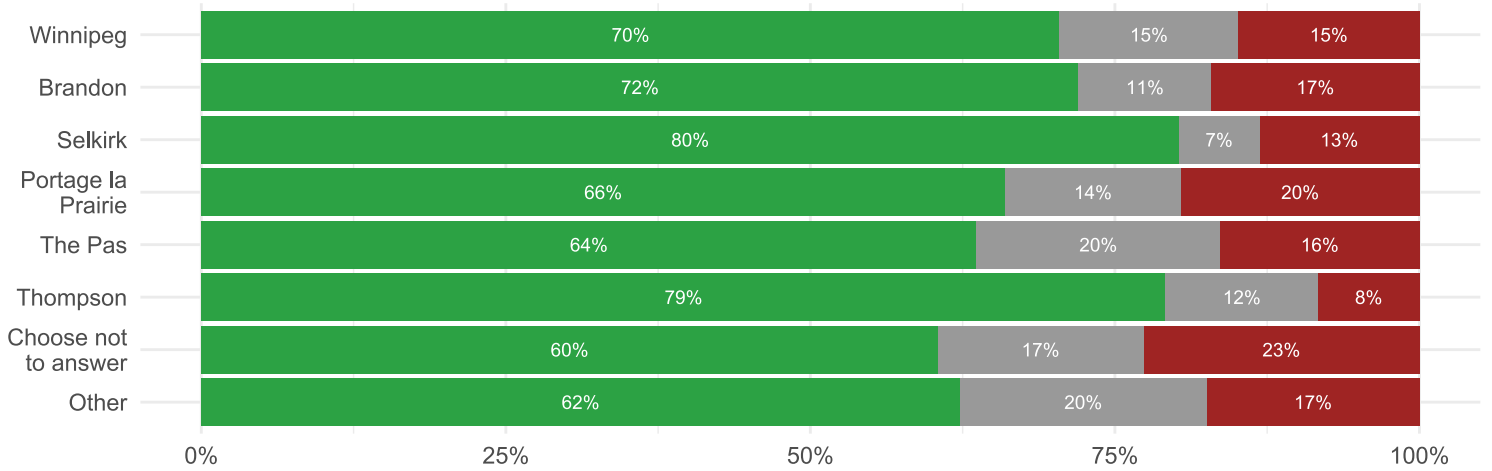
I have support at work to balance my work and personal life.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



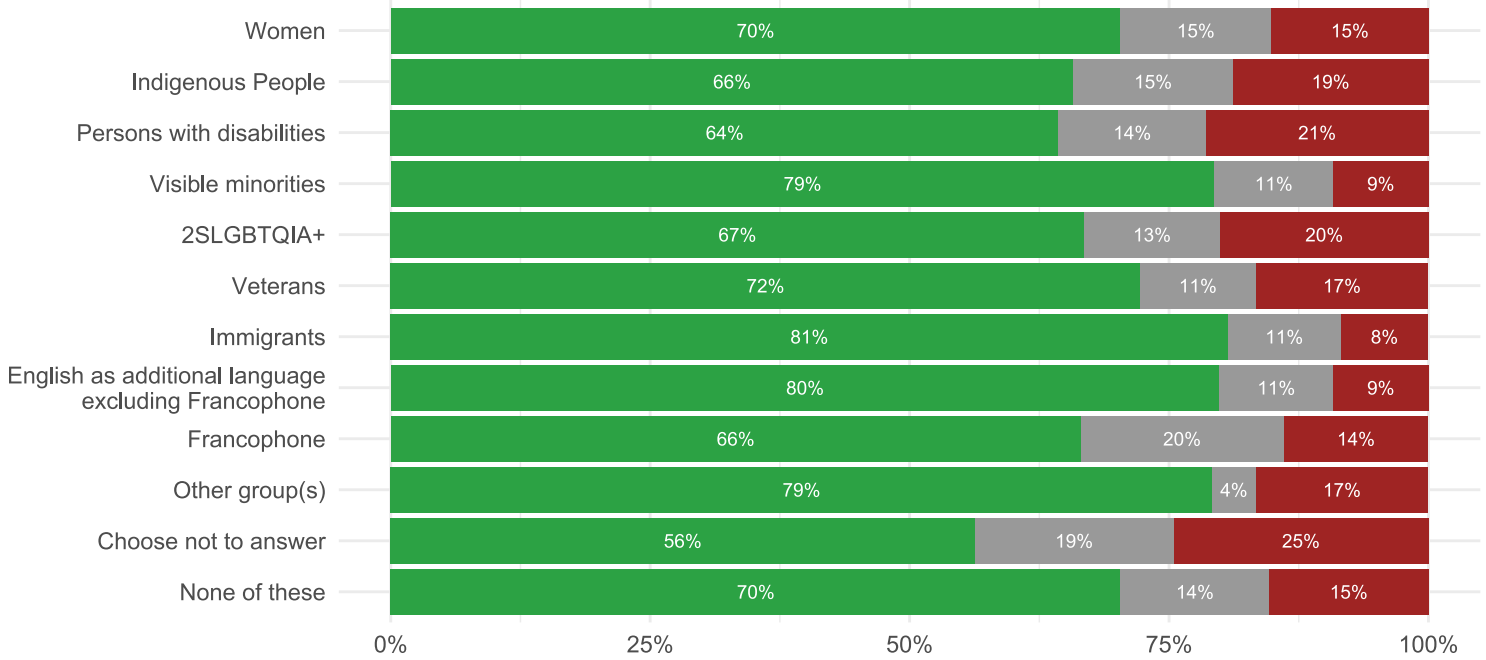
Location



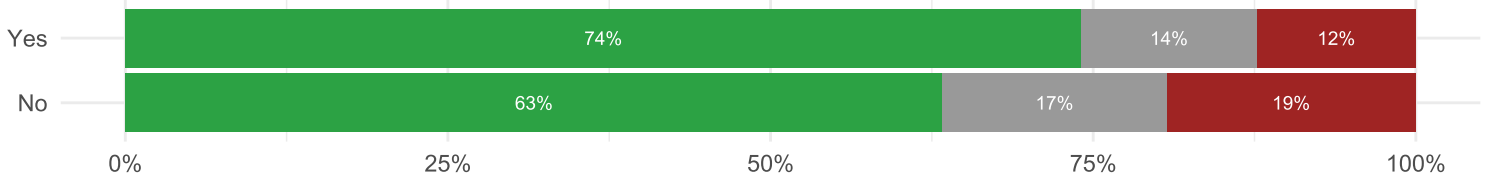
I have support at work to balance my work and personal life.

Agree Neutral Disagree

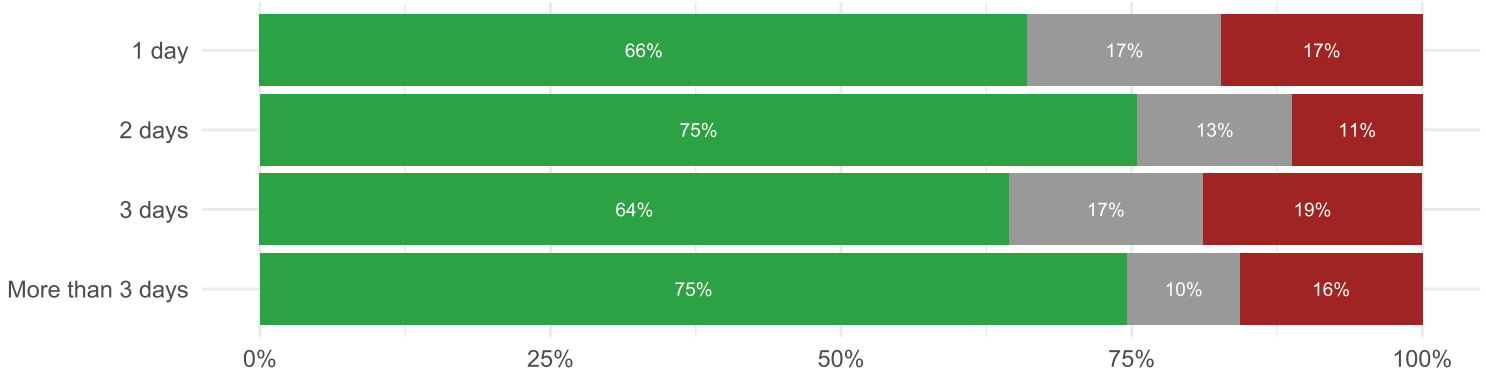
Diversity Group



Remote Work



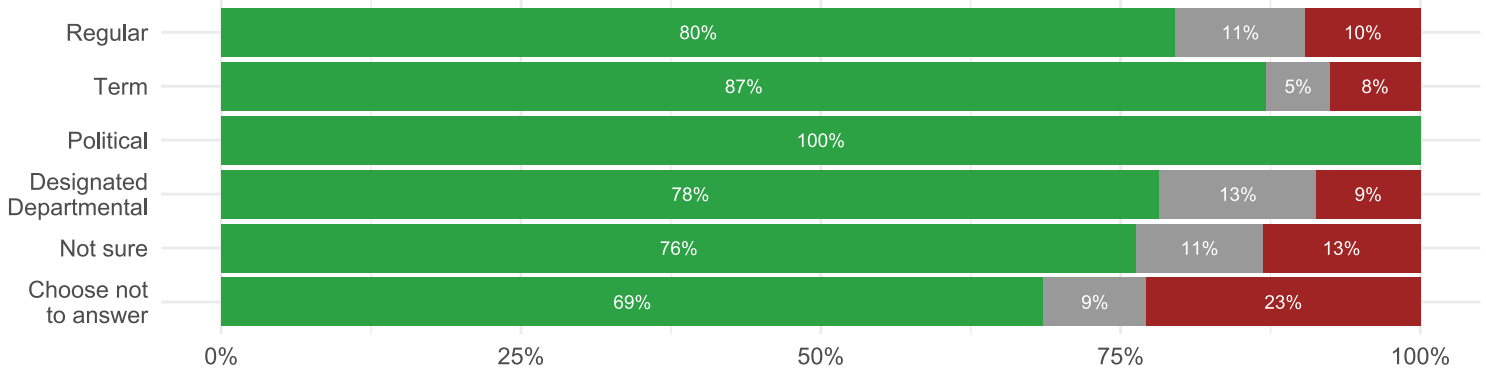
Remote Work Days



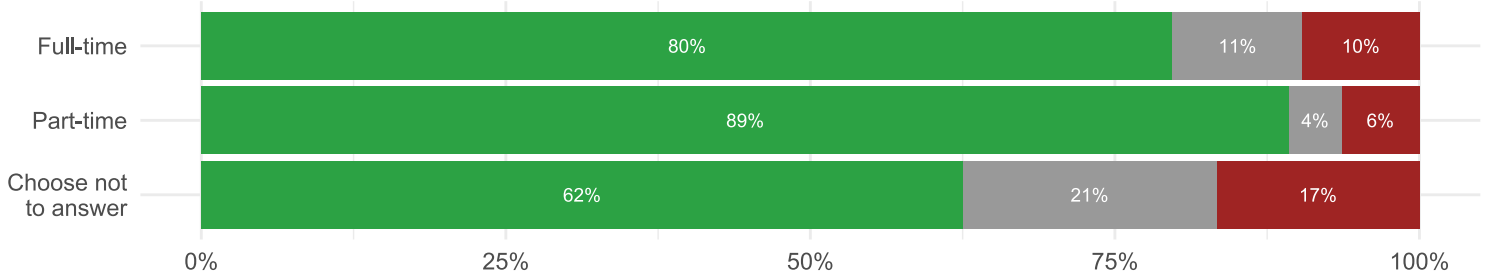
I am treated respectfully at work.

Agree Neutral Disagree

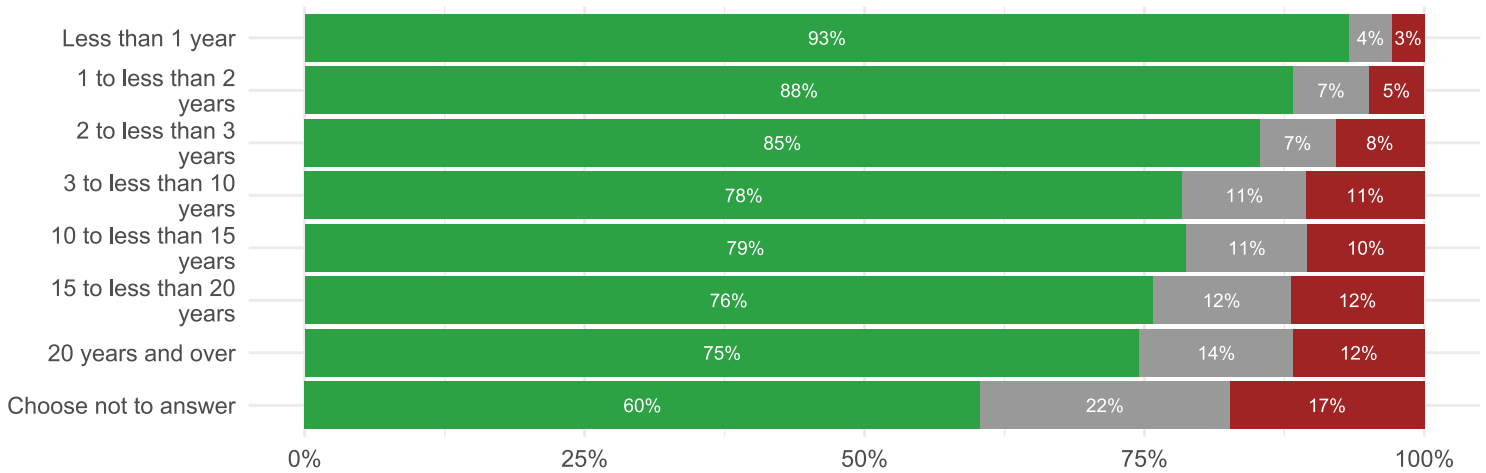
Employee Category



Schedule



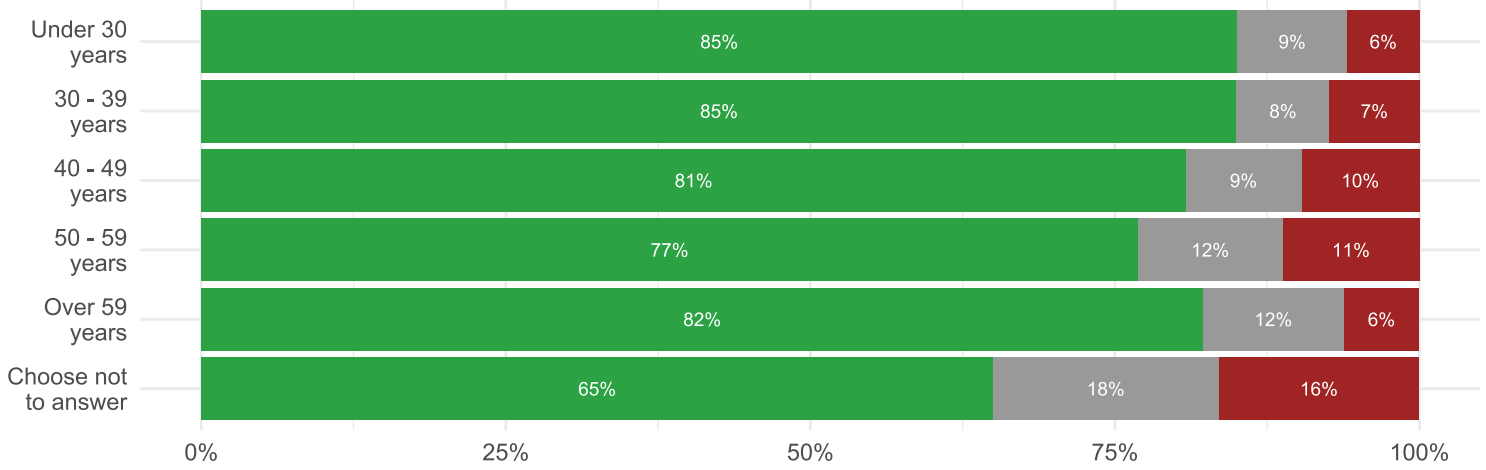
Years Worked



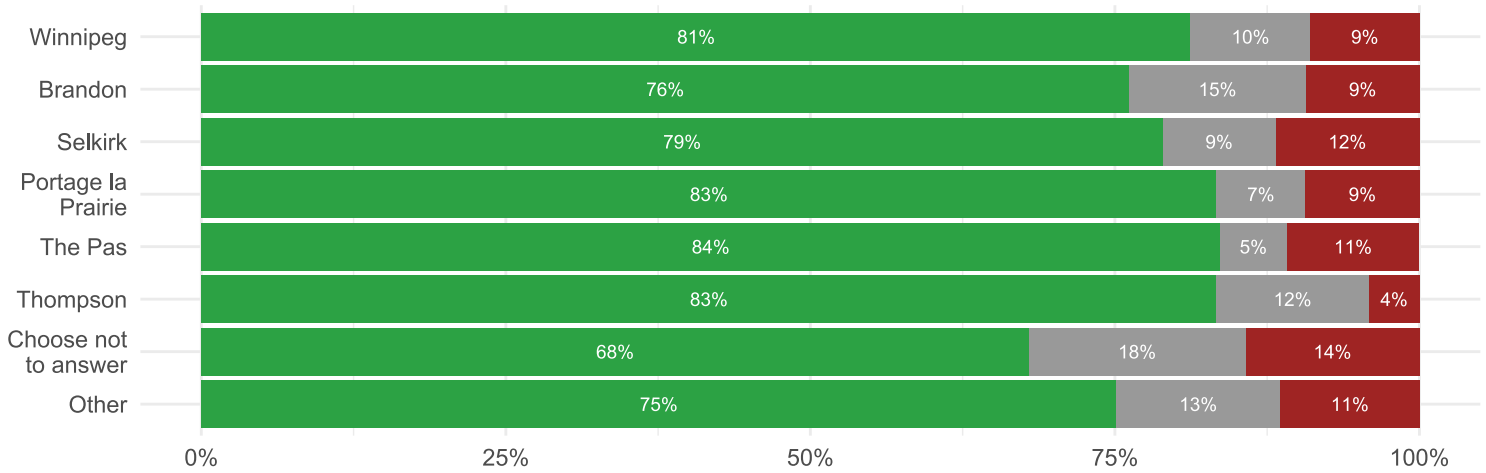
I am treated respectfully at work.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



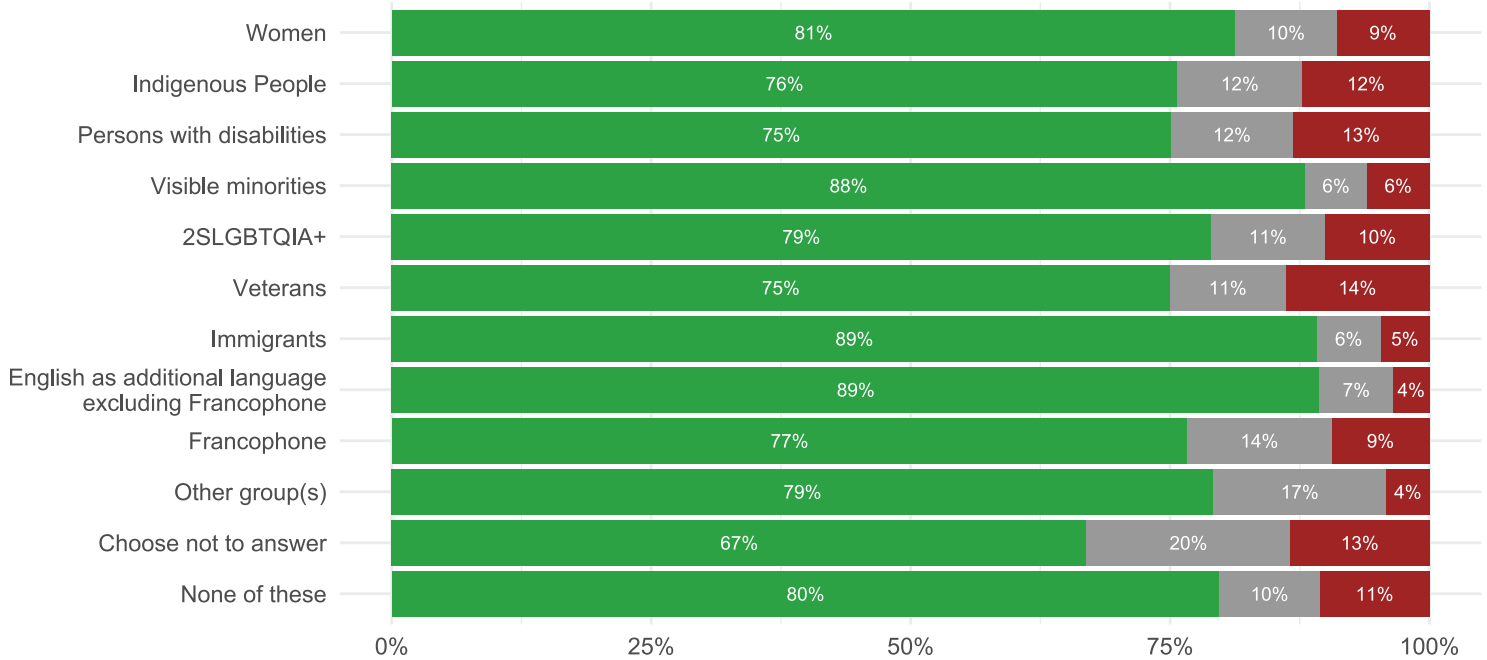
Location



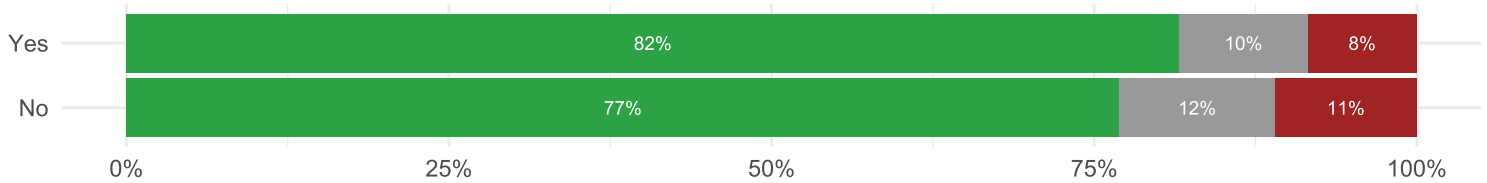
I am treated respectfully at work.

Agree Neutral Disagree

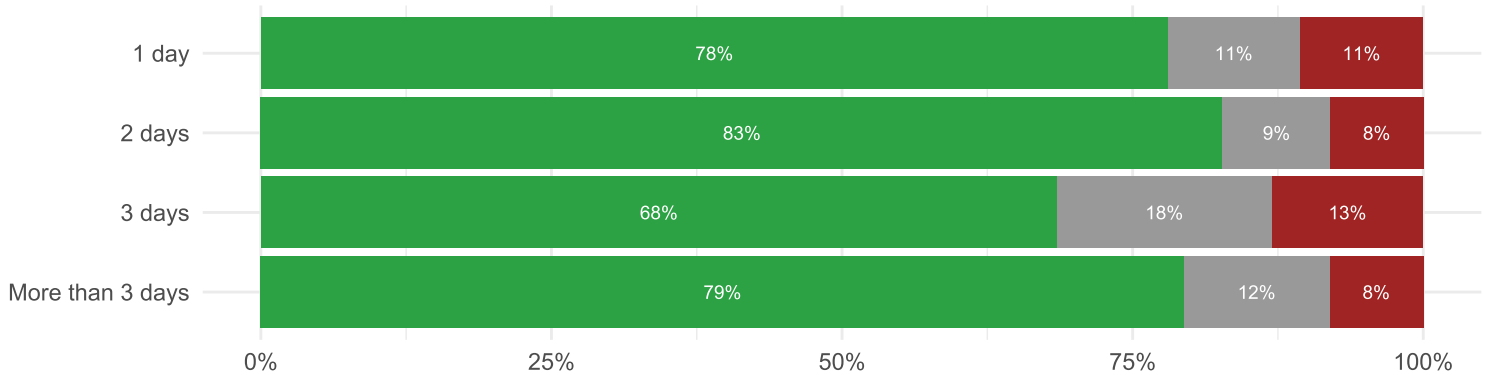
Diversity Group



Remote Work



Remote Work Days

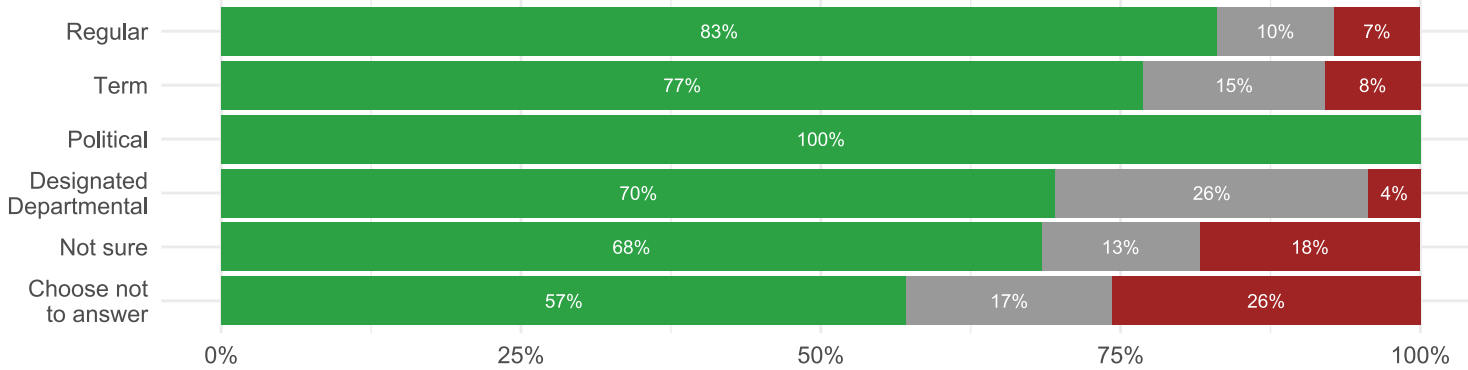


Capacity

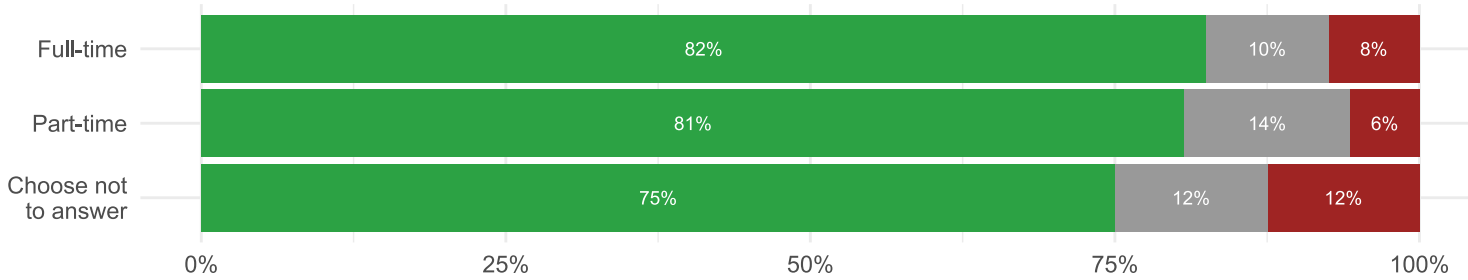
My job is a good fit with my skills and interests.

■ Agree
 ■ Neutral
 ■ Disagree

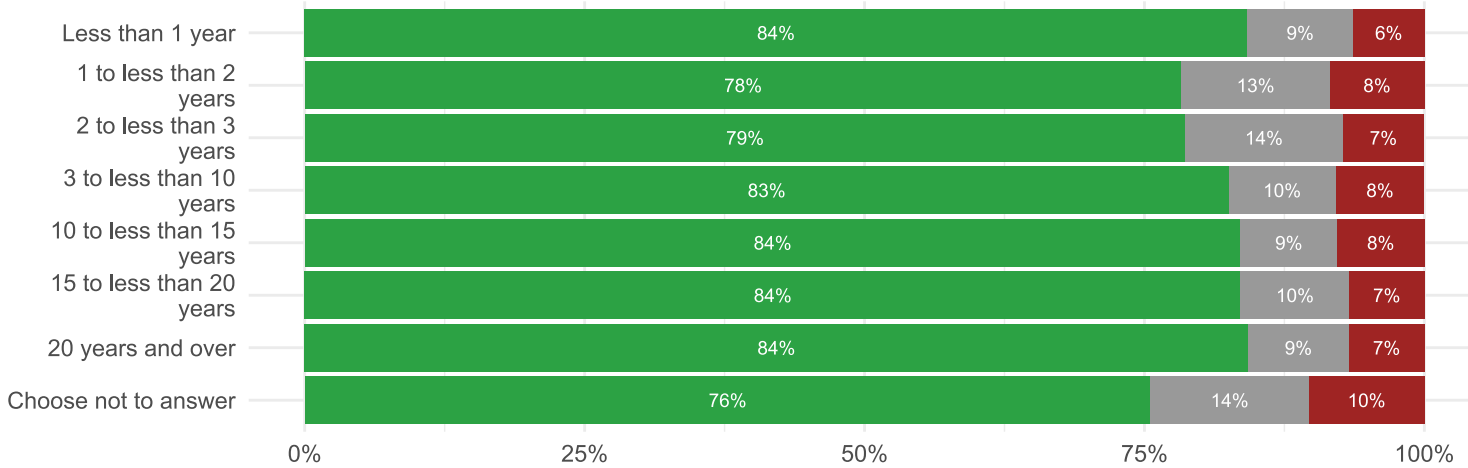
Employee Category



Schedule



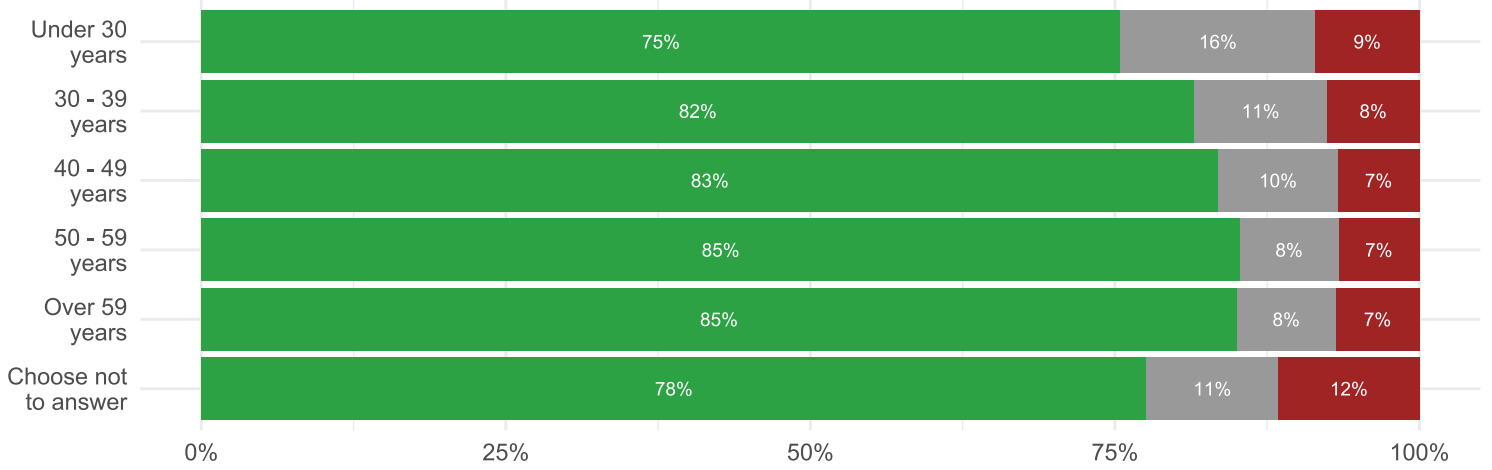
Years Worked



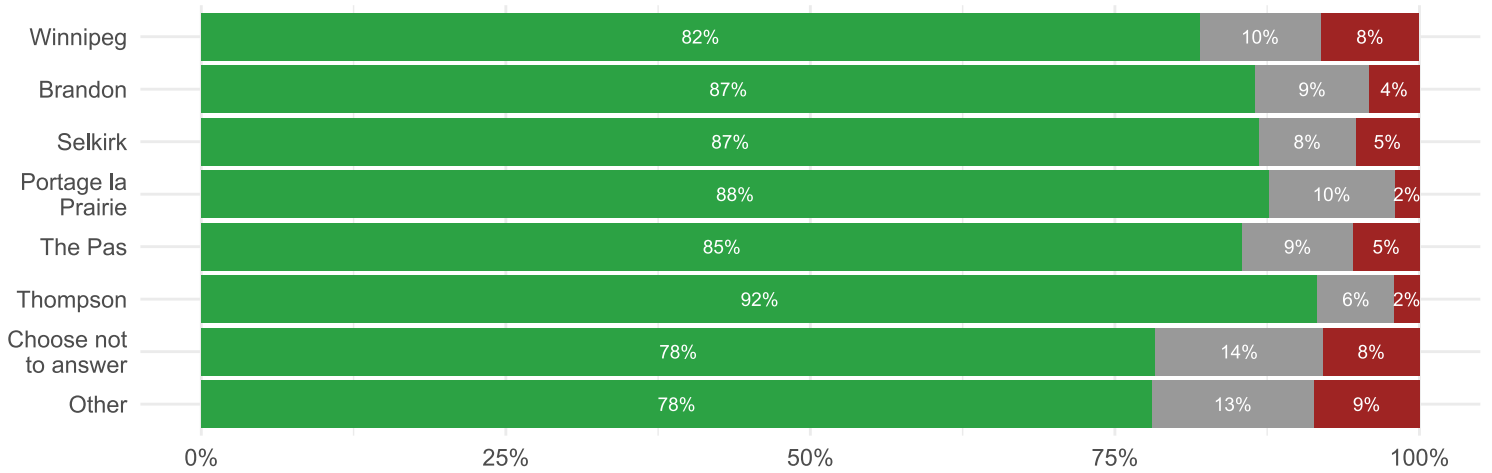
My job is a good fit with my skills and interests.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



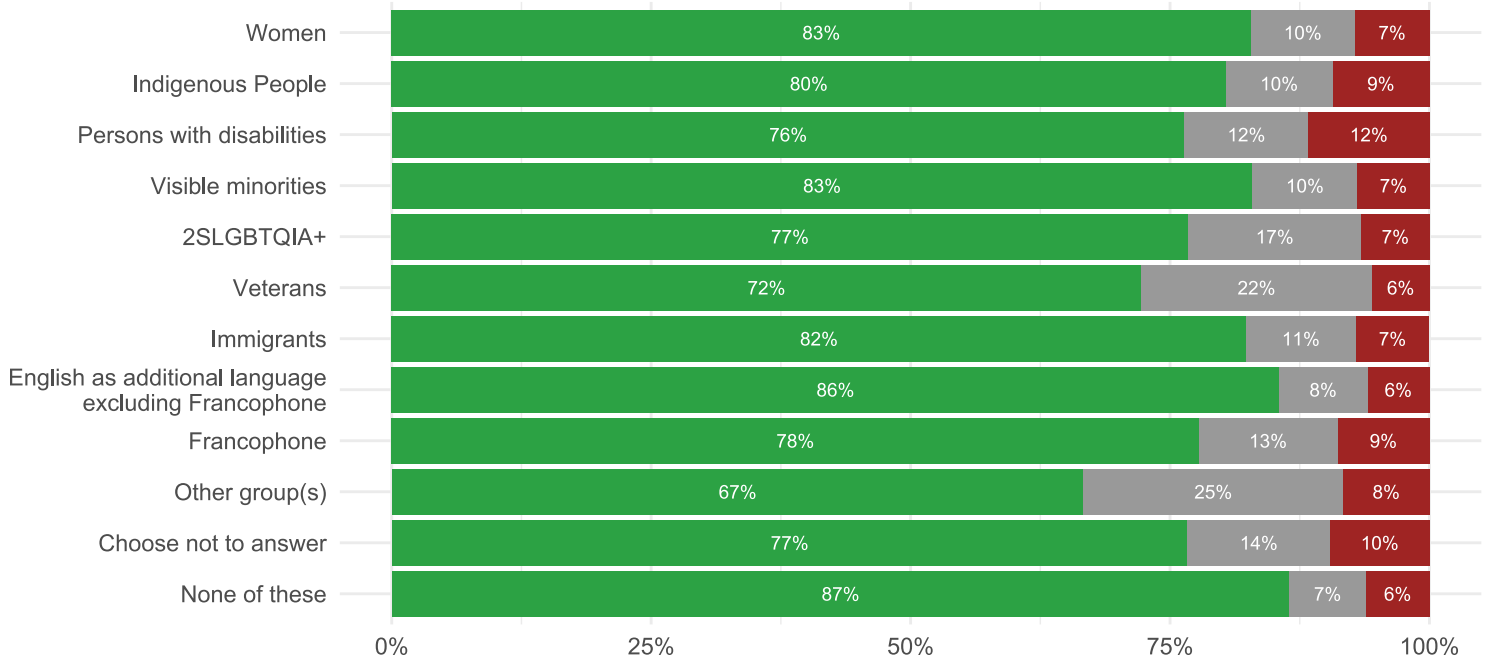
Location



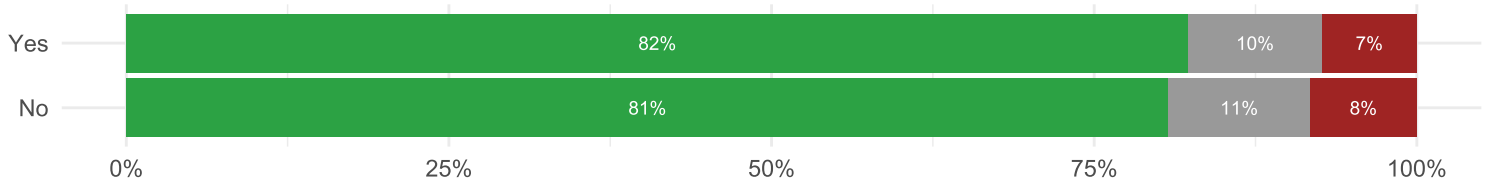
My job is a good fit with my skills and interests.

Agree Neutral Disagree

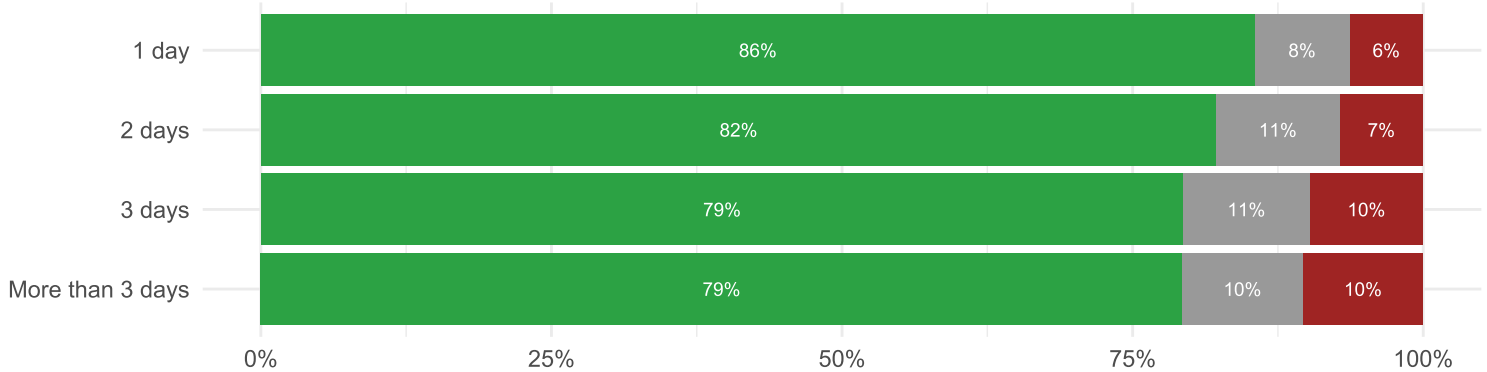
Diversity Group



Remote Work



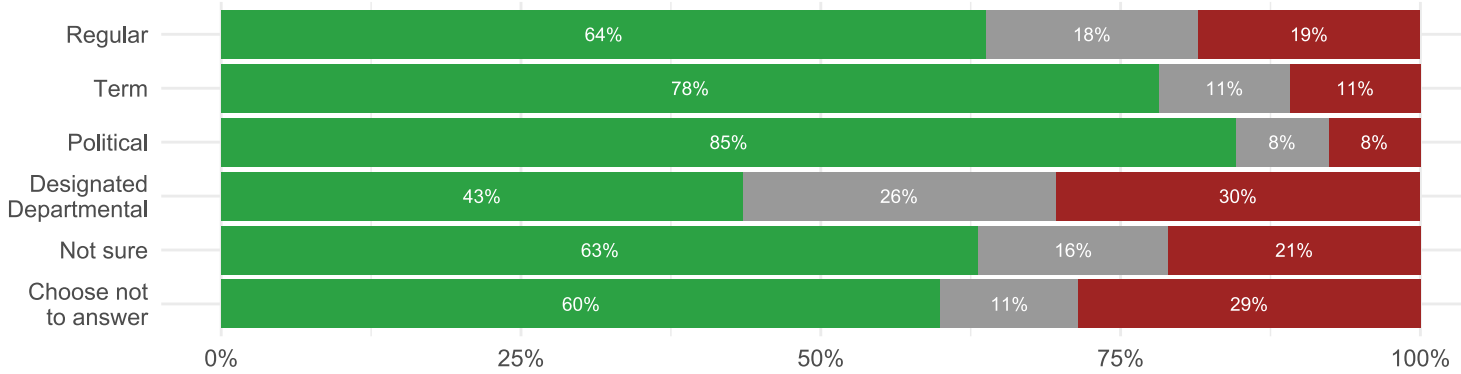
Remote Work Days



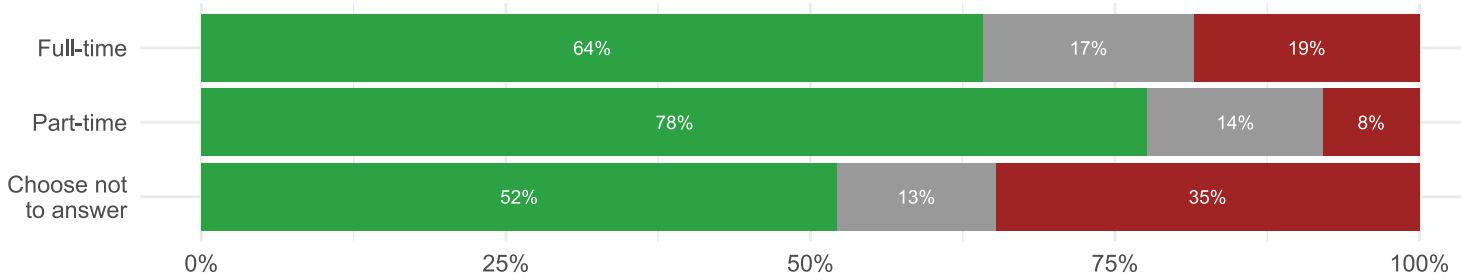
I have support at work to provide a high level of service.

Agree Neutral Disagree

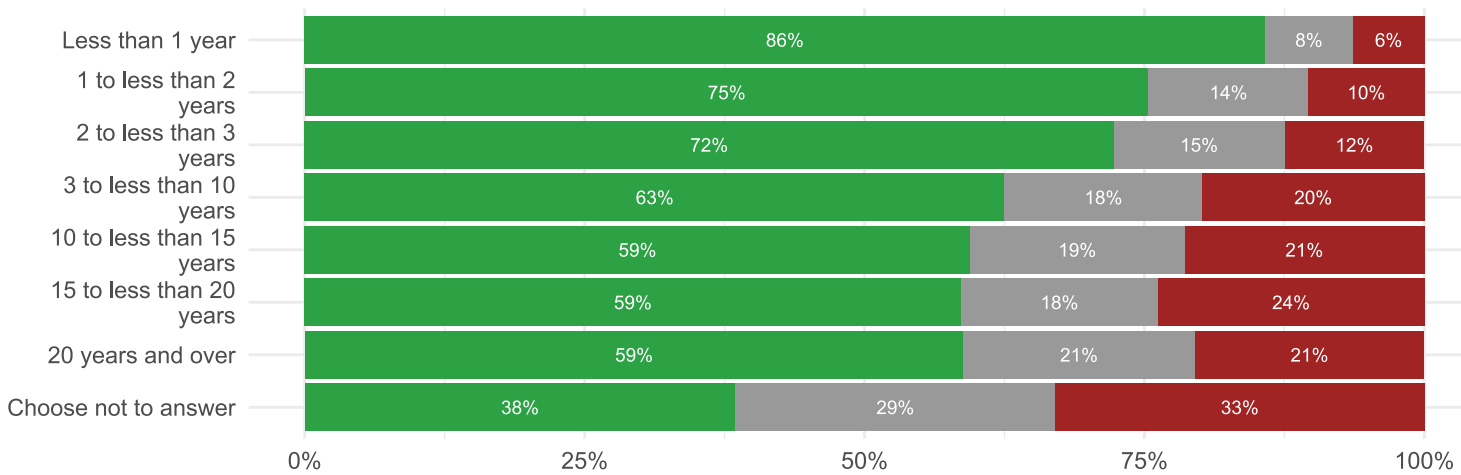
Employee Category



Schedule



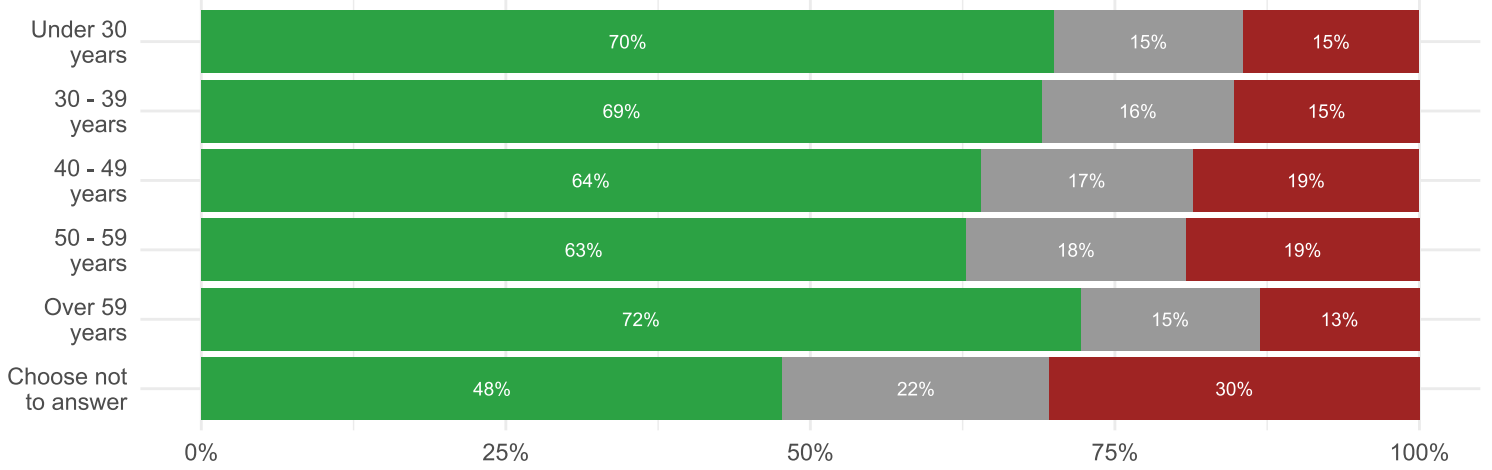
Years Worked



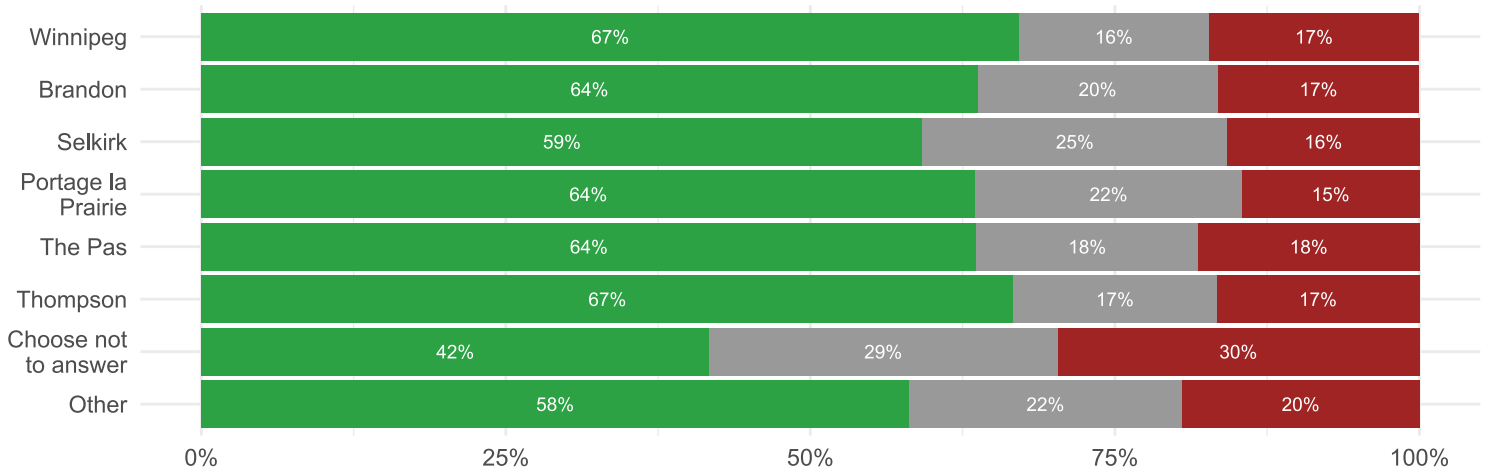
I have support at work to provide a high level of service.

Agree Neutral Disagree

Age Group



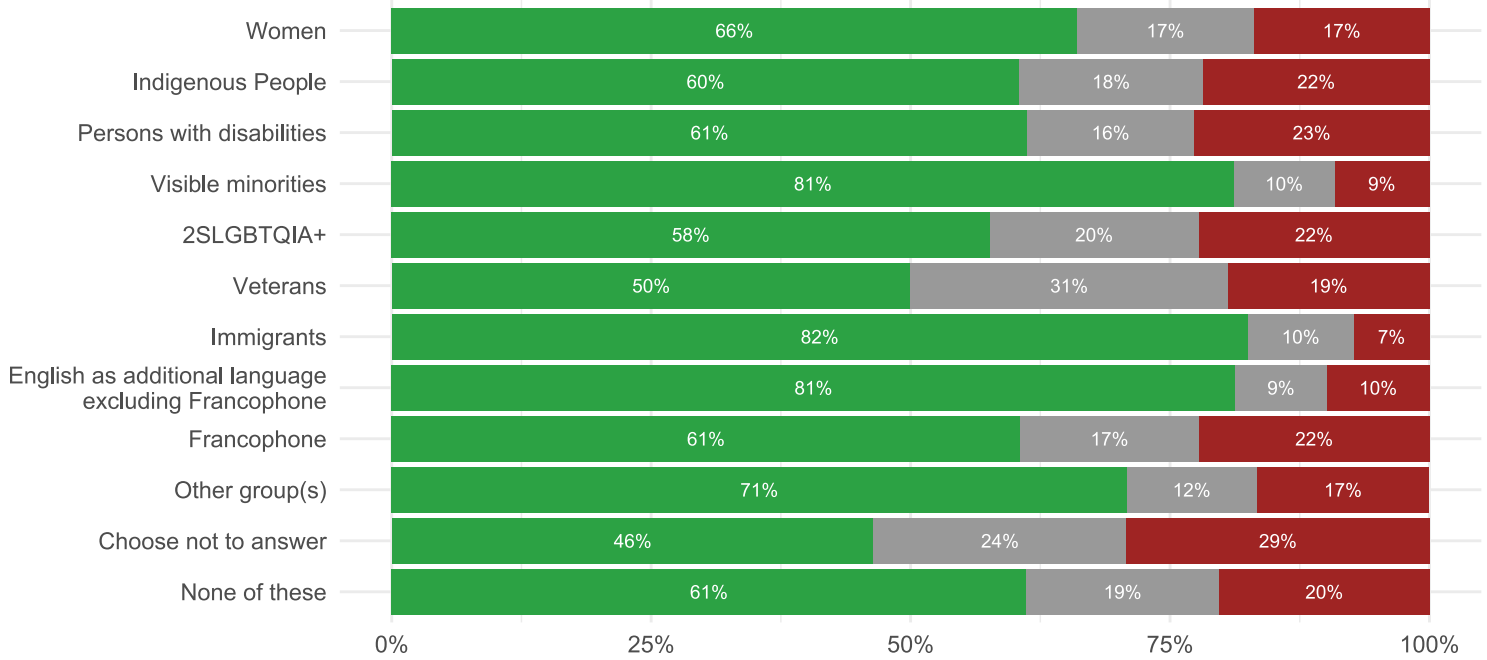
Location



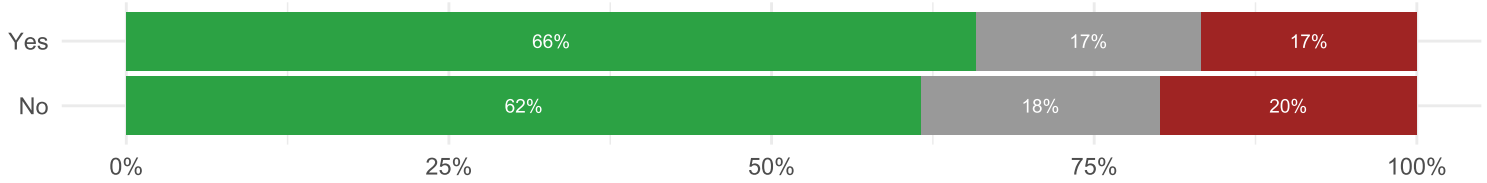
I have support at work to provide a high level of service.

Agree Neutral Disagree

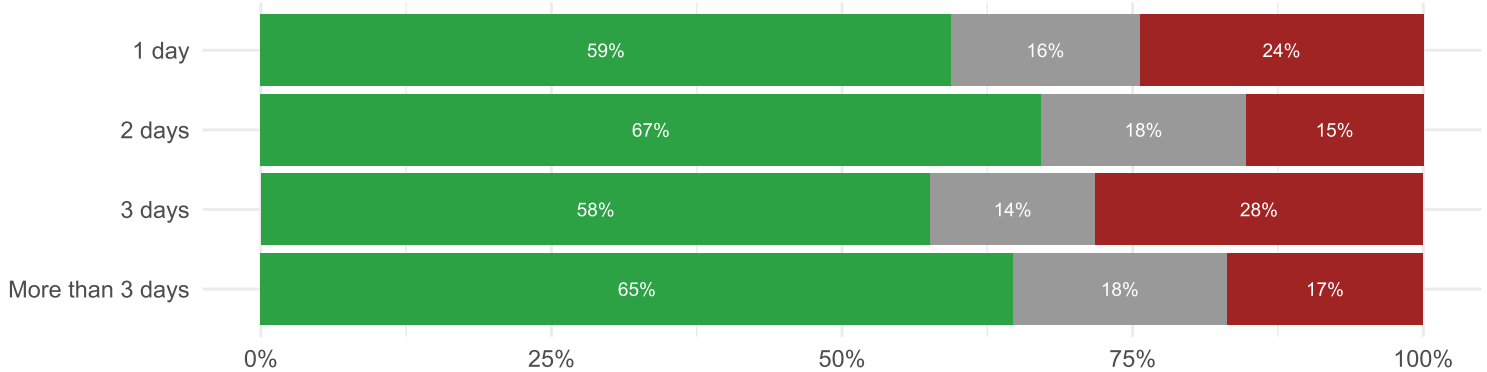
Diversity Group



Remote Work



Remote Work Days

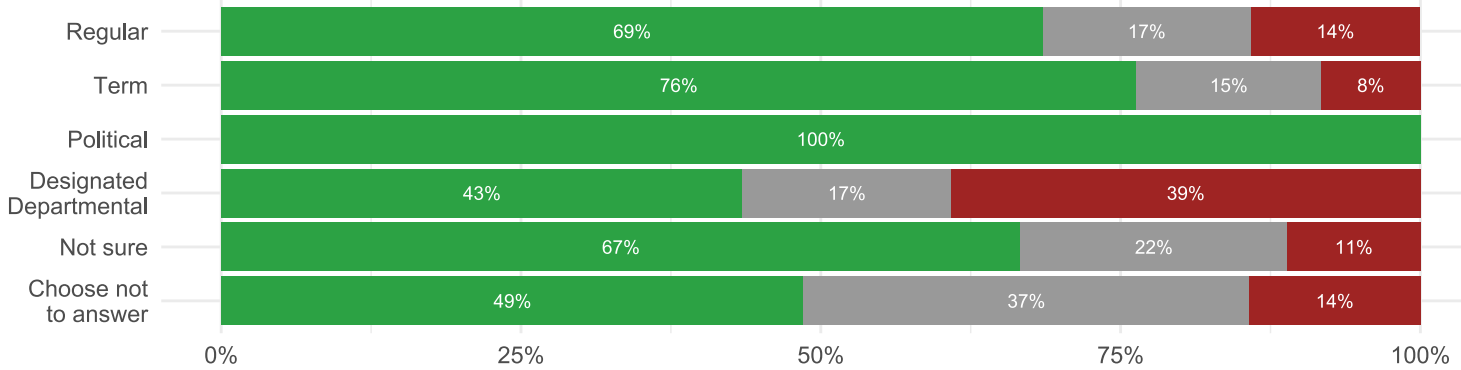


Talent

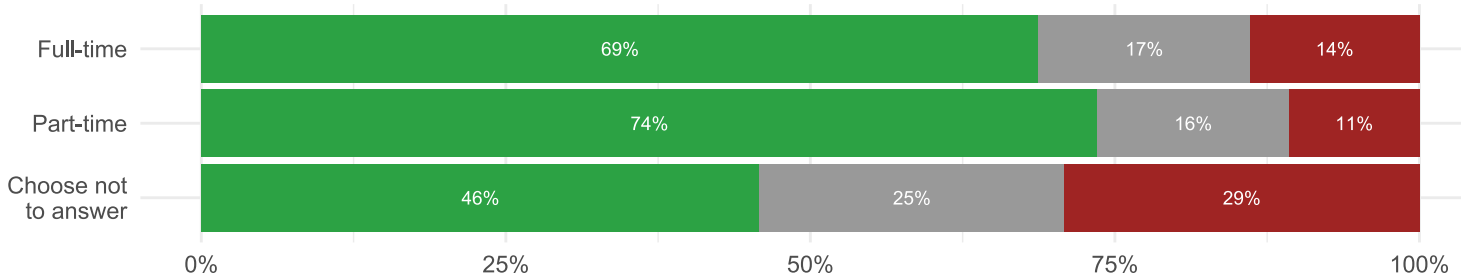
My organization supports my work related learning and development.

Agree Neutral Disagree

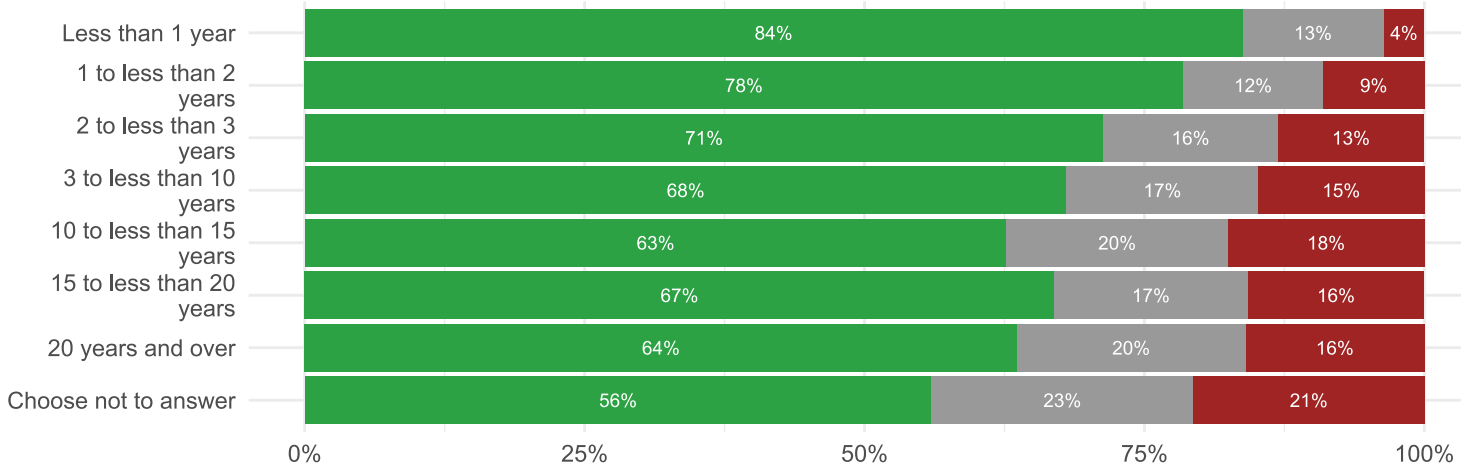
Employee Category



Schedule



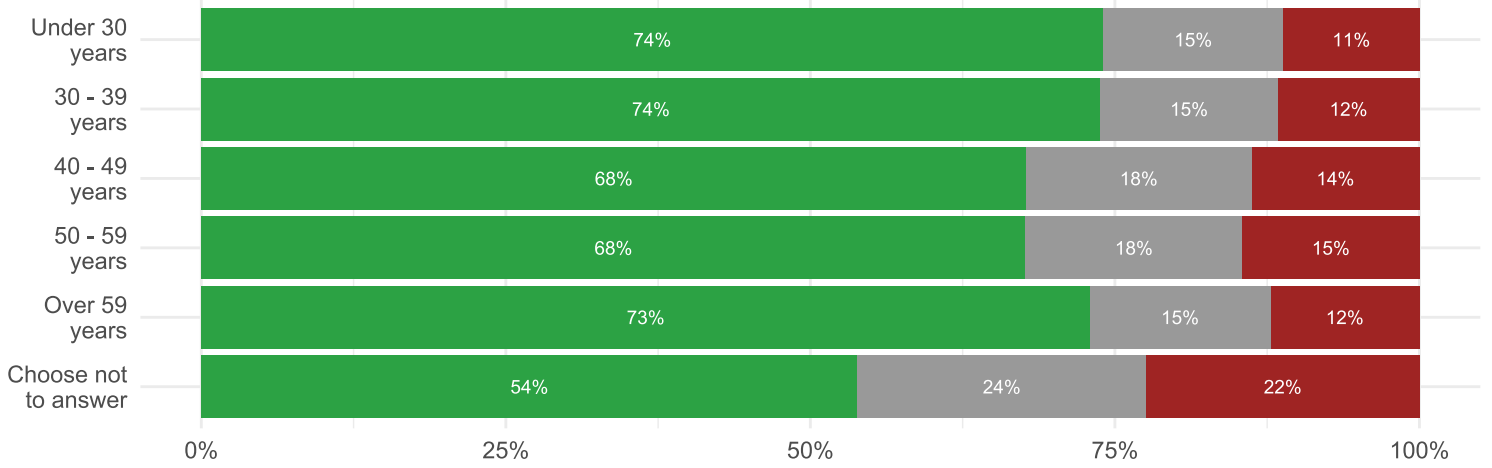
Years Worked



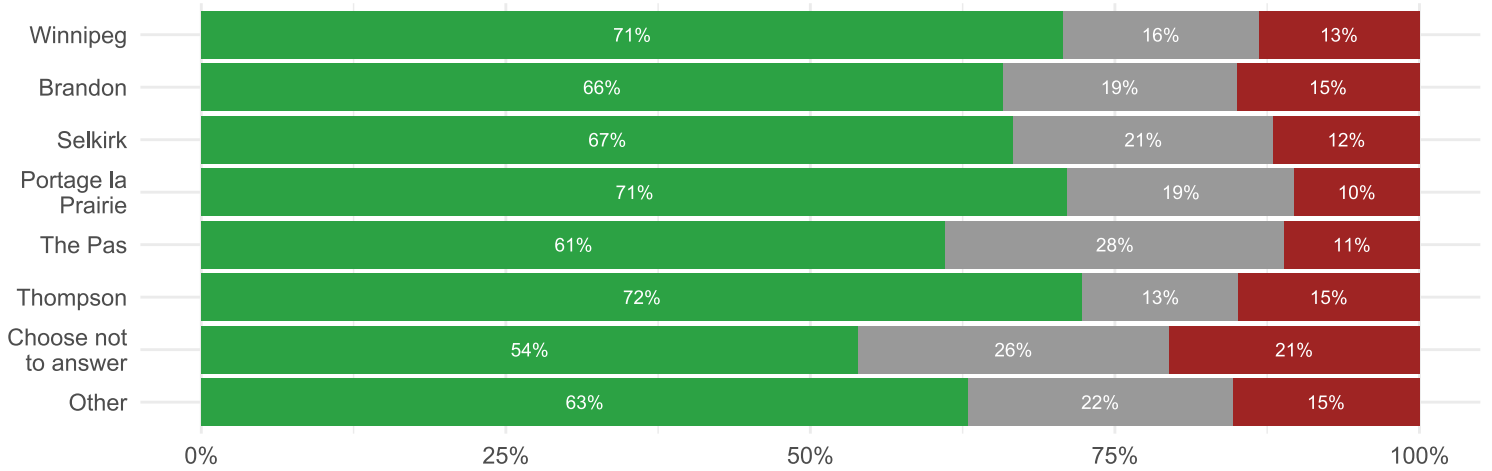
My organization supports my work related learning and development.

Agree Neutral Disagree

Age Group



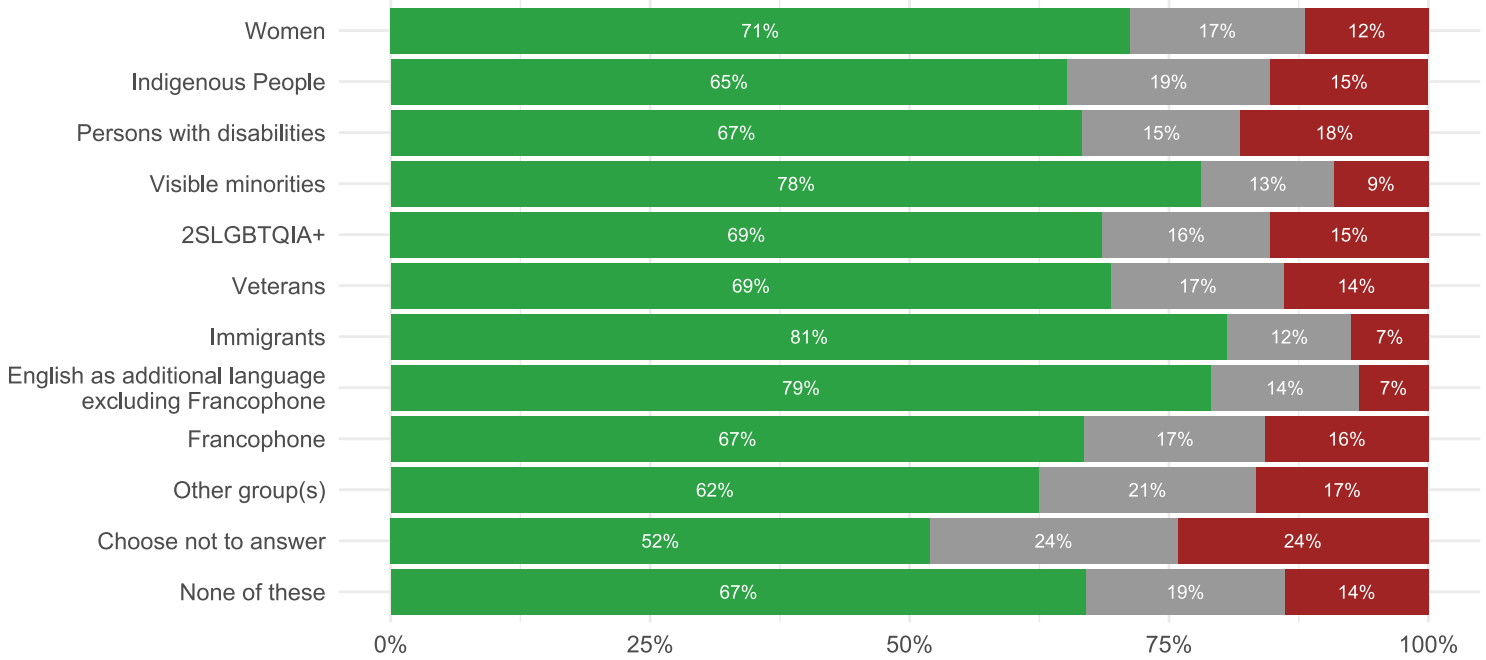
Location



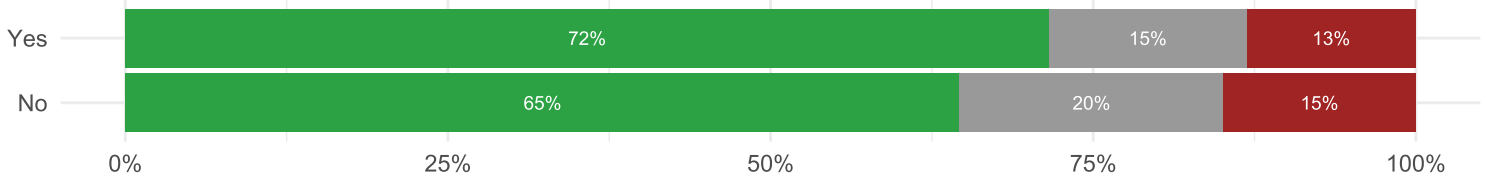
My organization supports my work related learning and development.

Agree Neutral Disagree

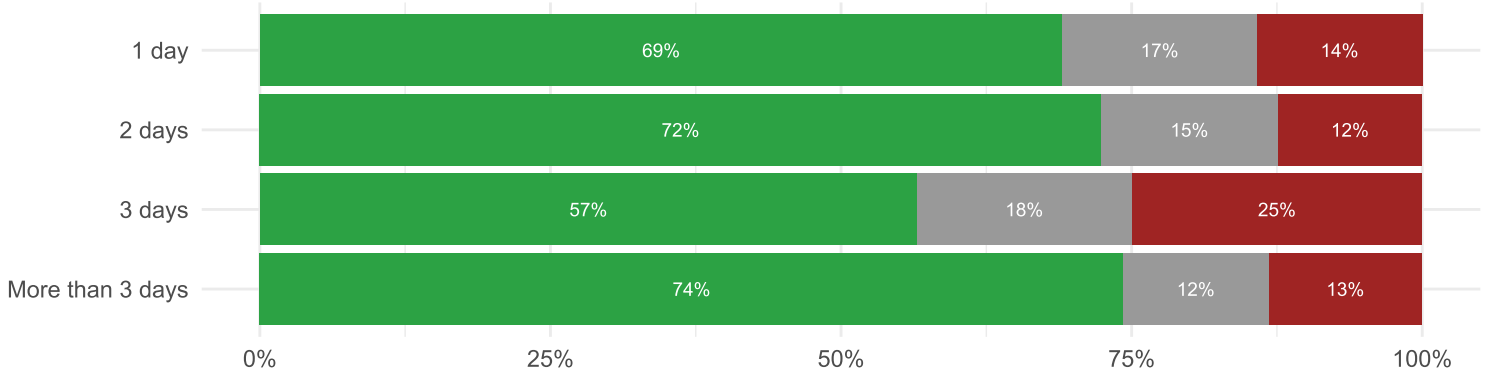
Diversity Group



Remote Work



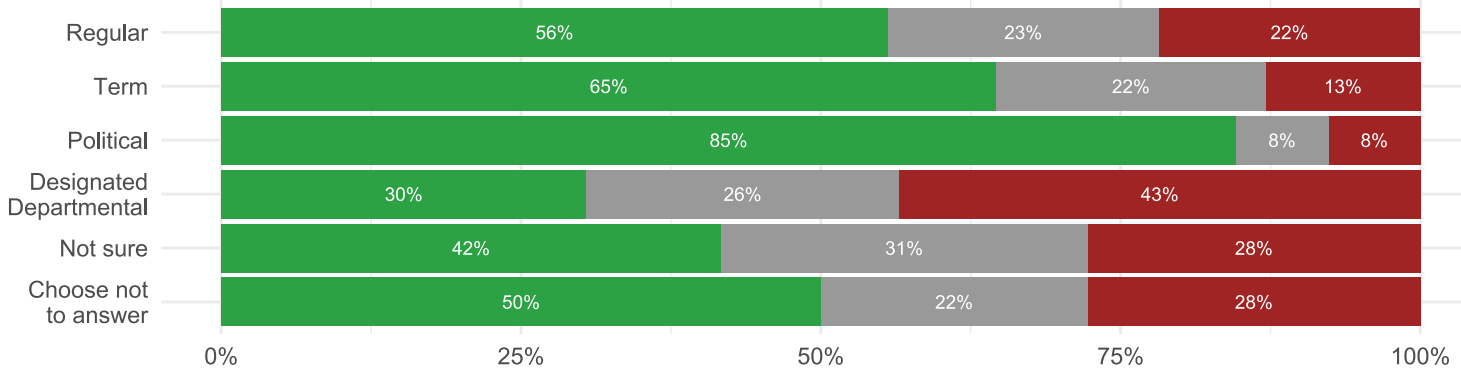
Remote Work Days



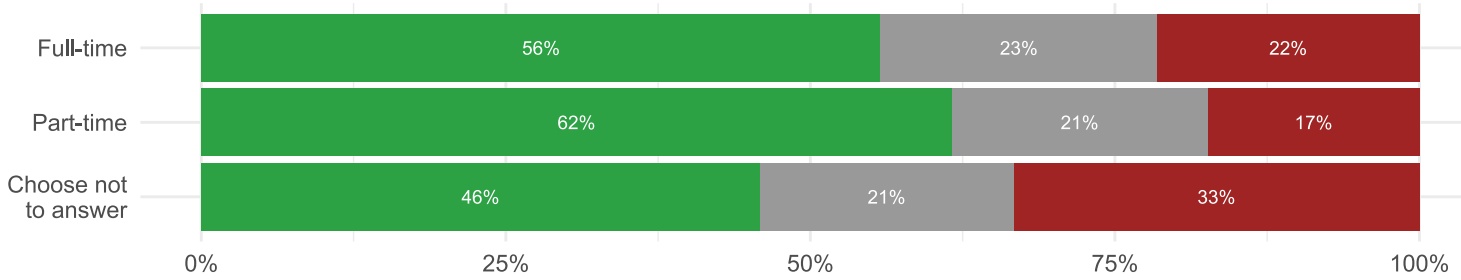
I have opportunities for career growth within the Manitoba Government.

Agree Neutral Disagree

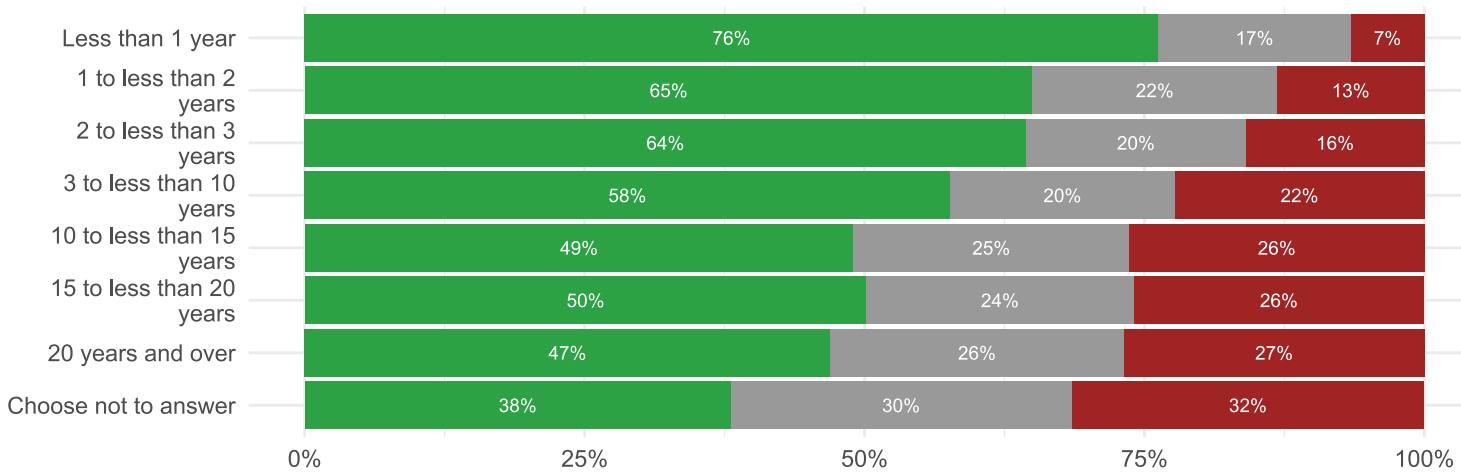
Employee Category



Schedule



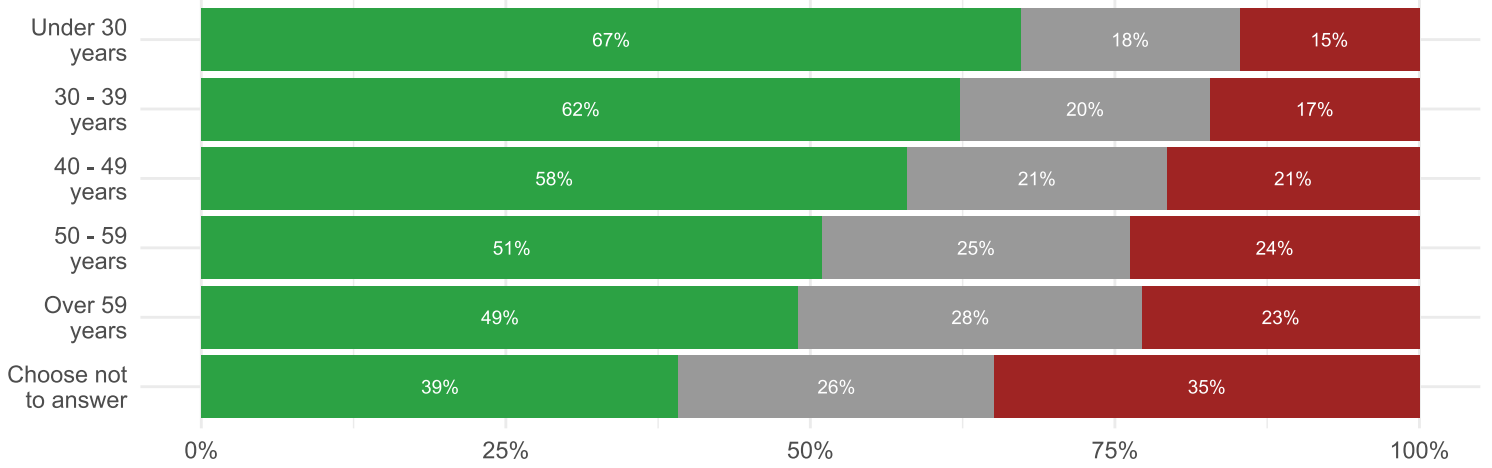
Years Worked



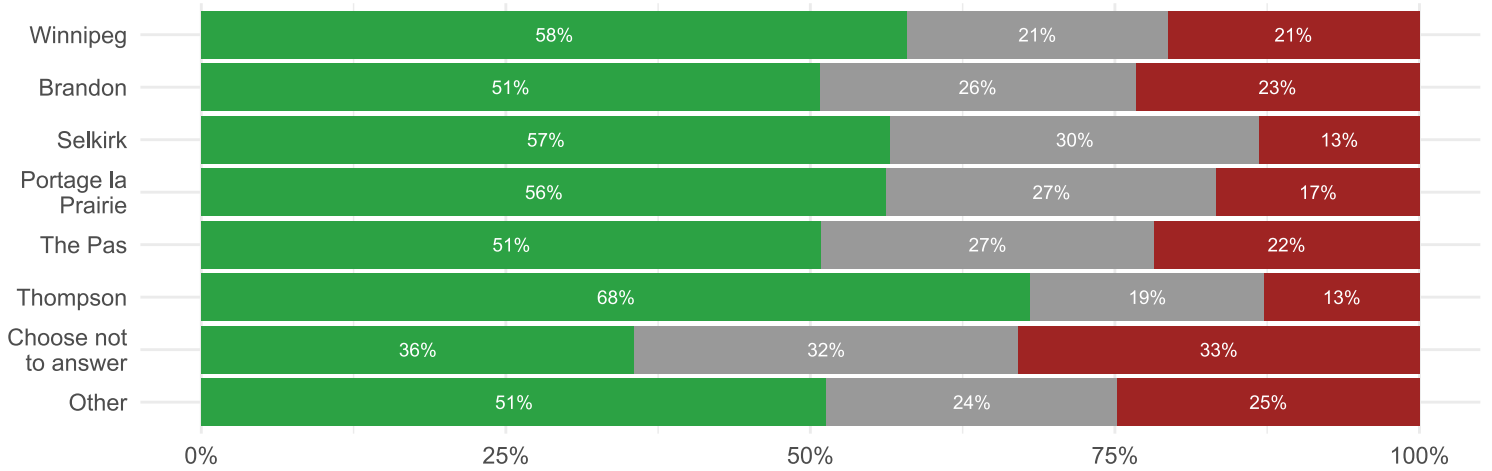
I have opportunities for career growth within the Manitoba Government.

Agree Neutral Disagree

Age Group



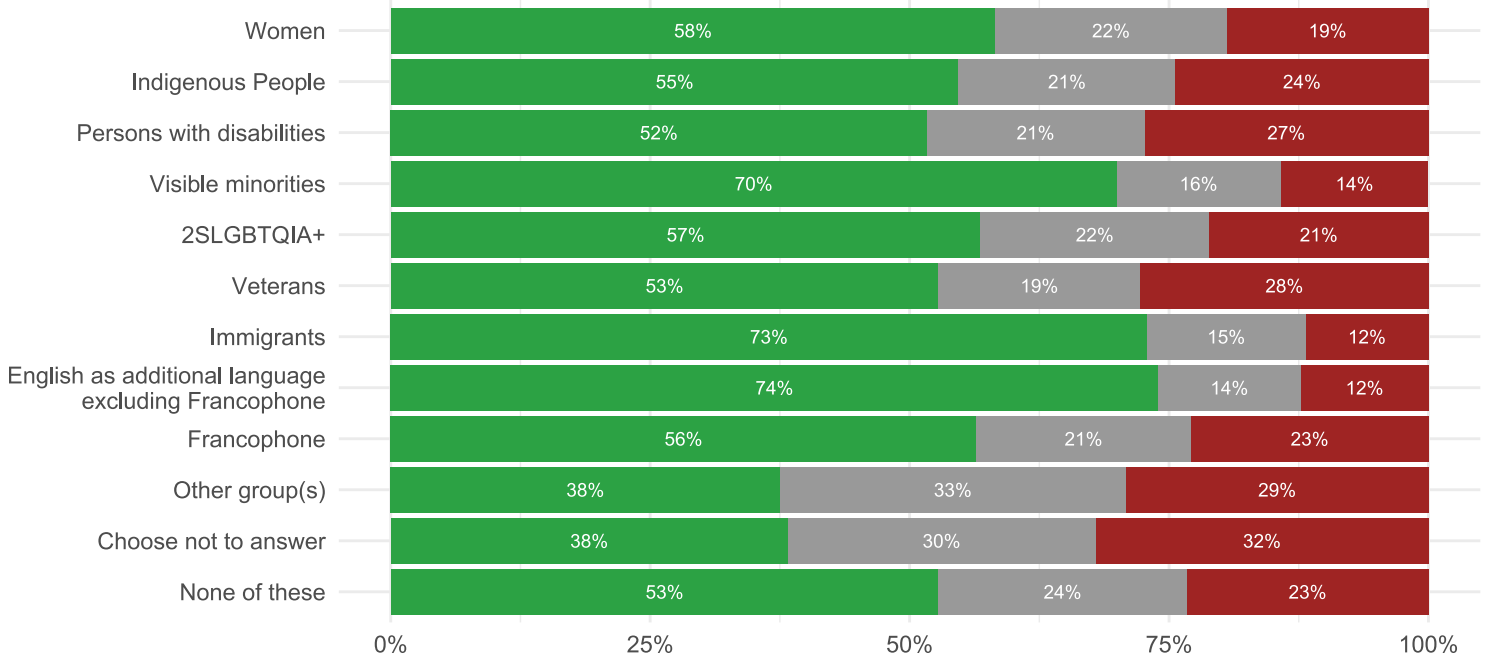
Location



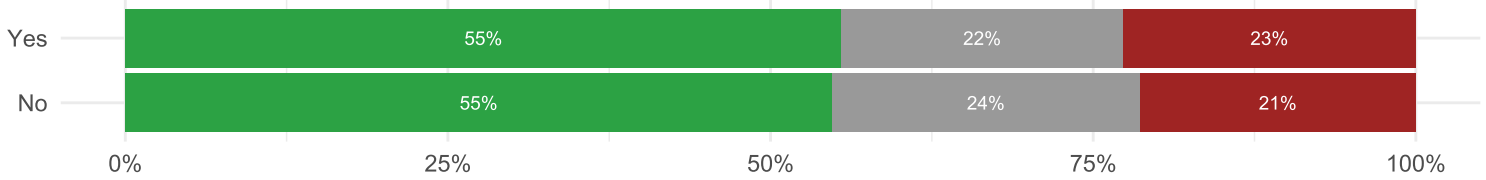
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Agree Neutral Disagree

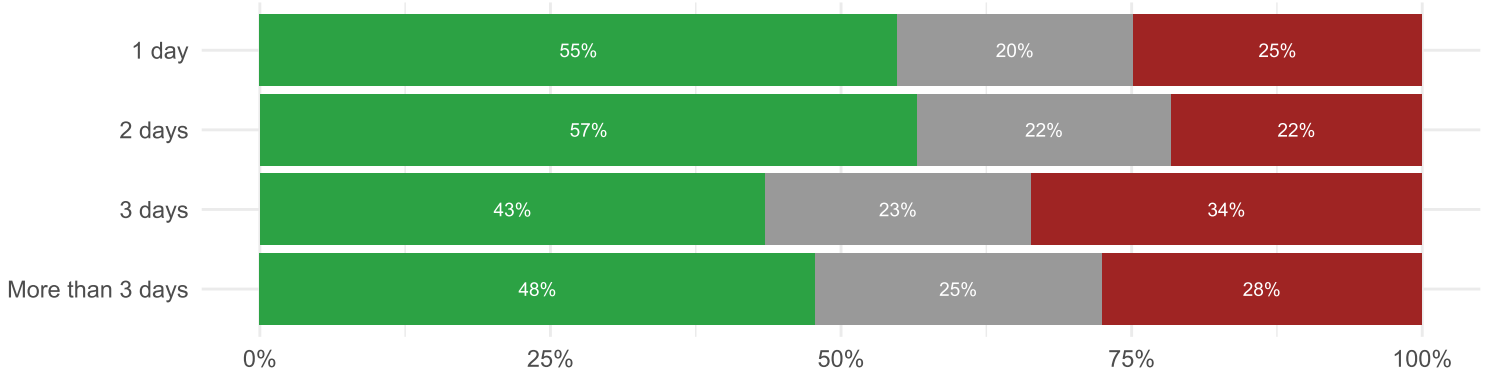
Diversity Group



Remote Work



Remote Work Days

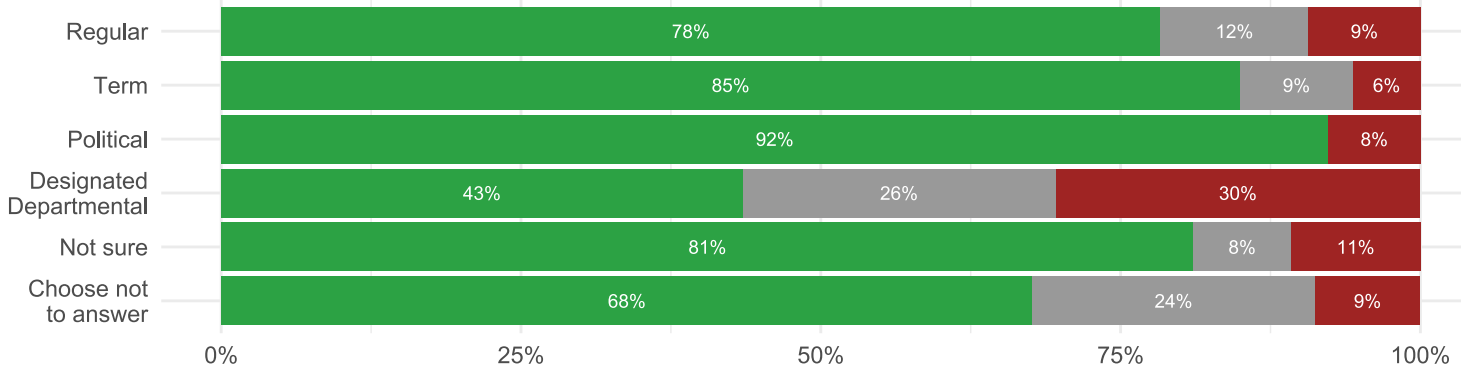


Leadership

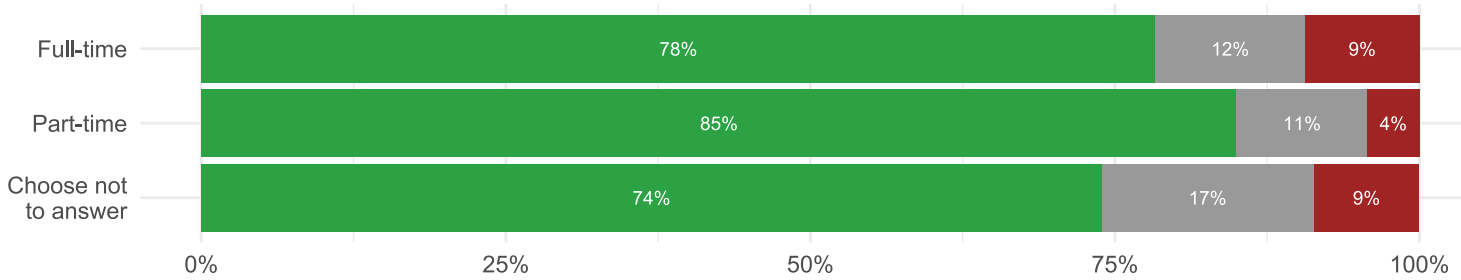
I know how my work contributes to the achievement of my department's goals.

Agree Neutral Disagree

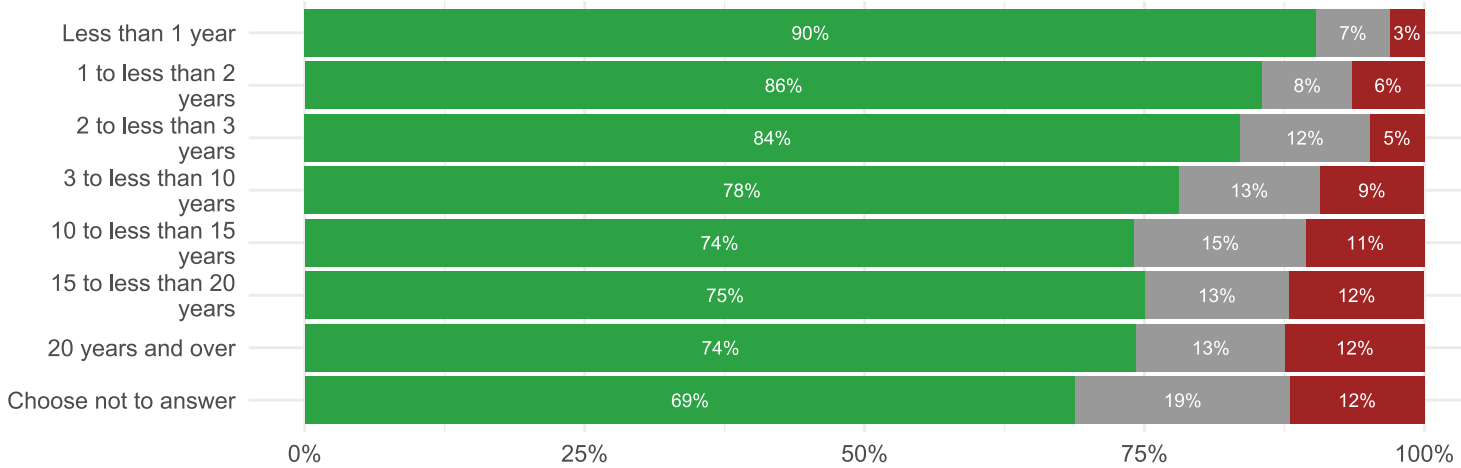
Employee Category



Schedule



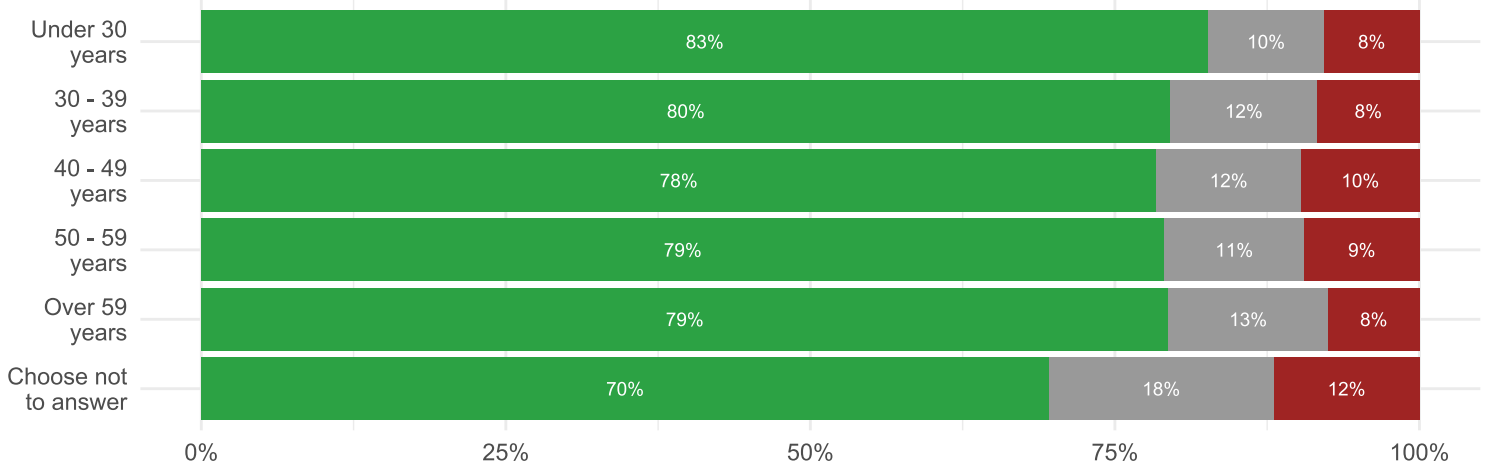
Years Worked



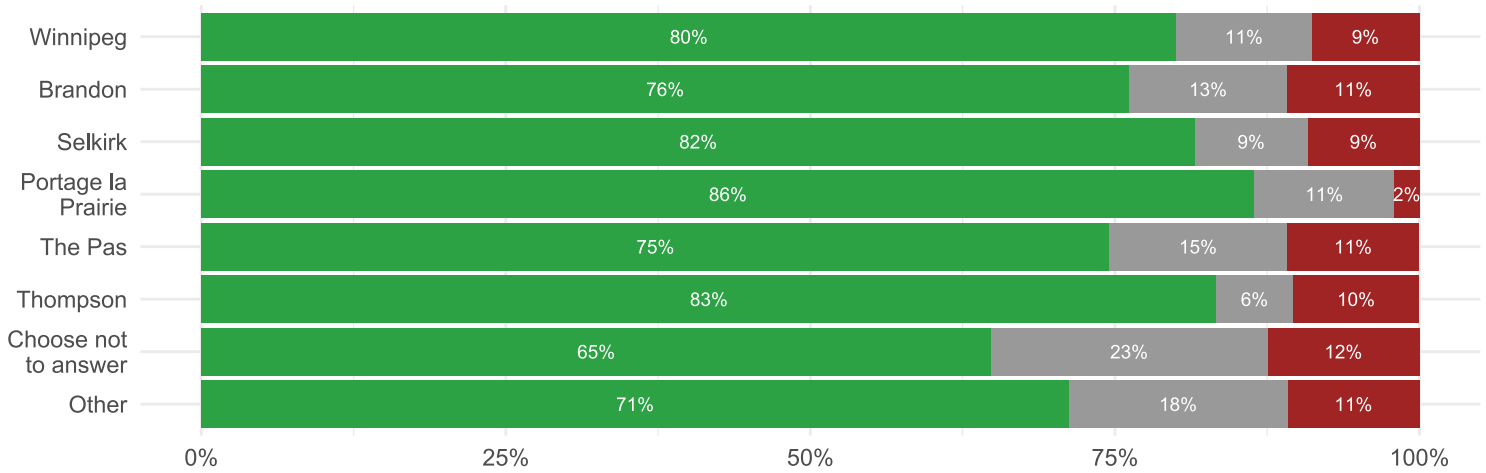
I know how my work contributes to the achievement of my department's goals.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



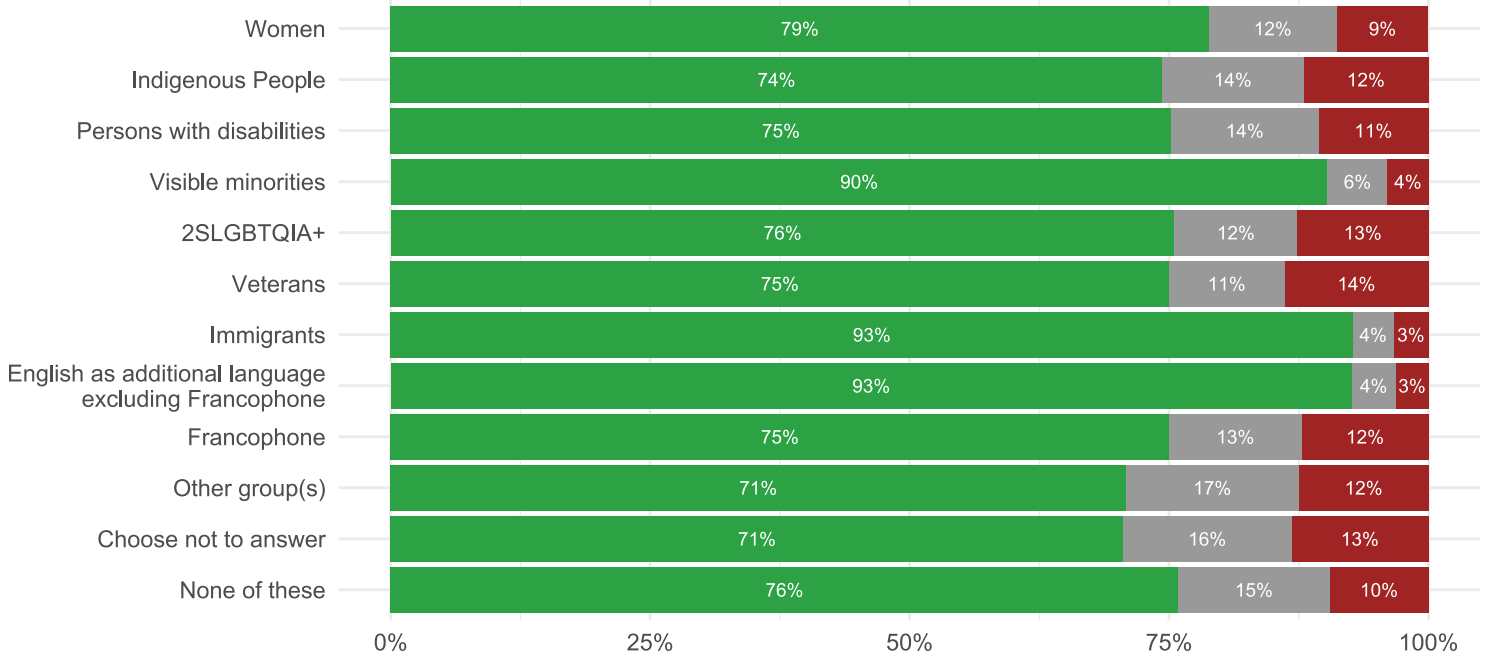
Location



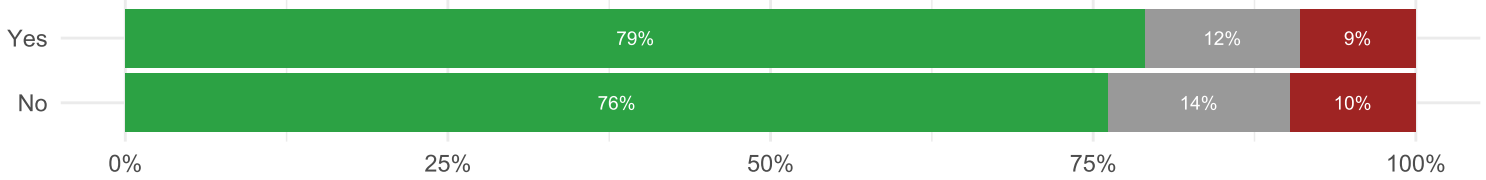
I know how my work contributes to the achievement of my department's goals.

Agree Neutral Disagree

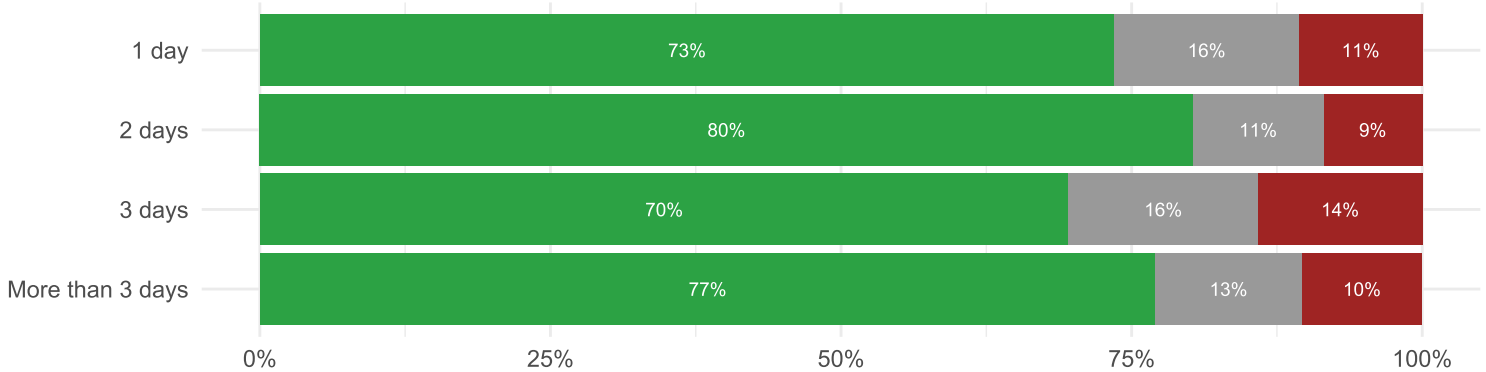
Diversity Group



Remote Work



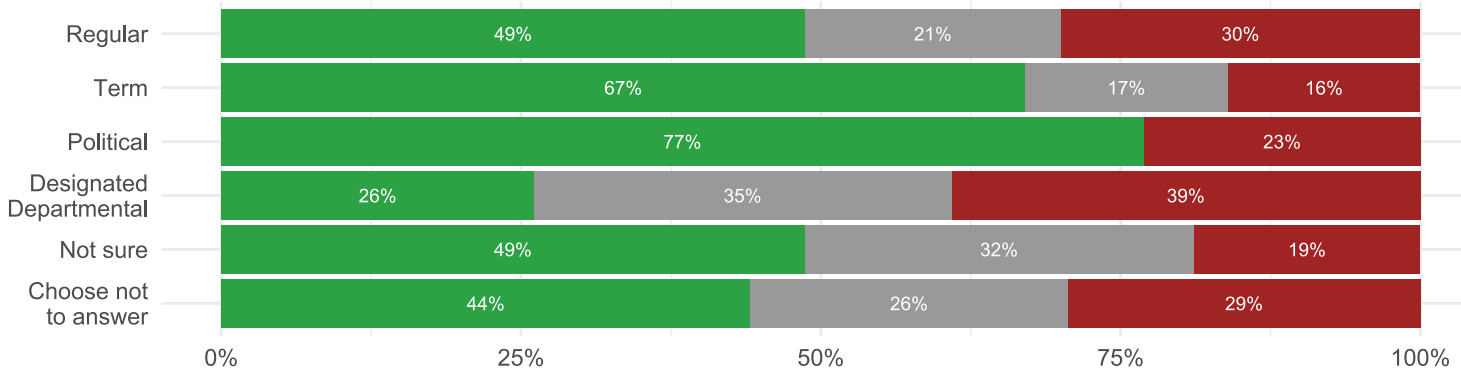
Remote Work Days



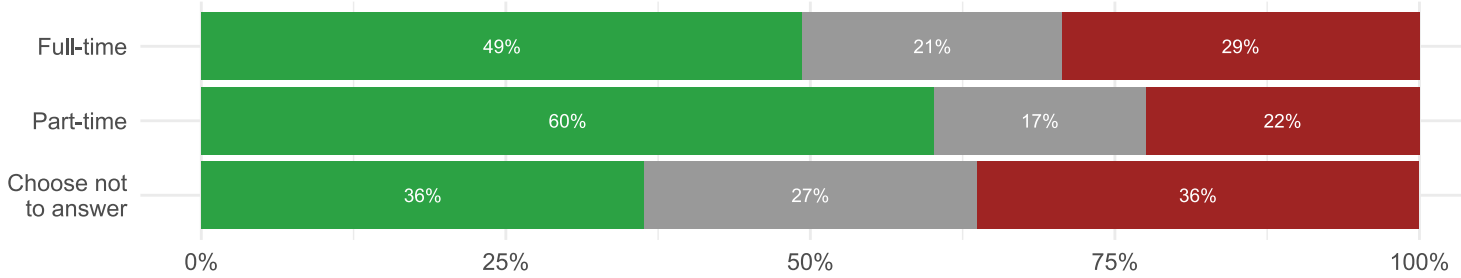
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)

Agree Neutral Disagree

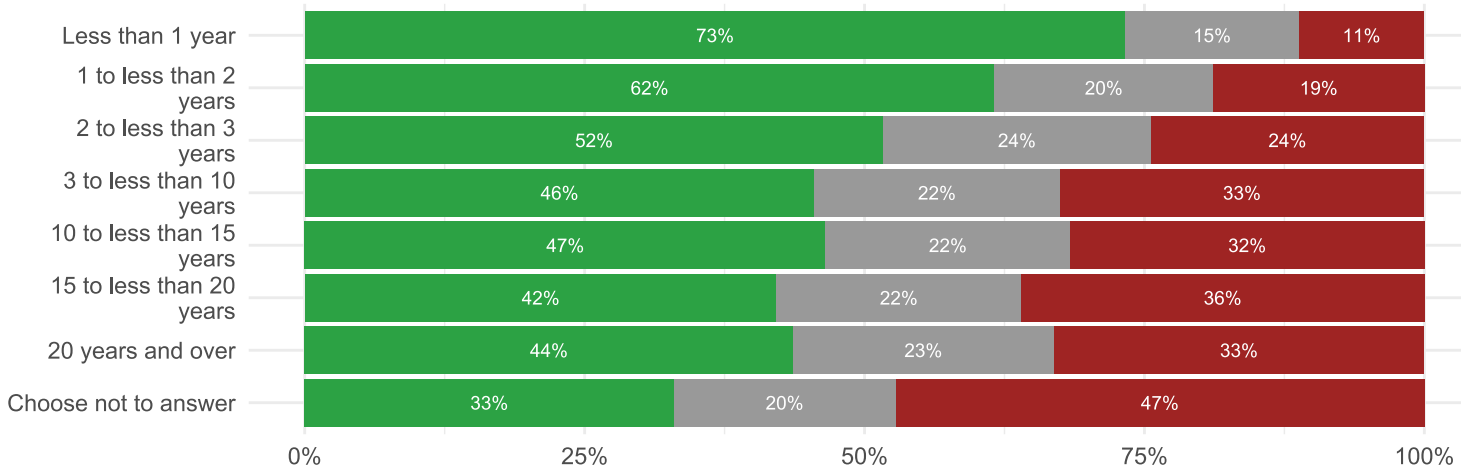
Employee Category



Schedule



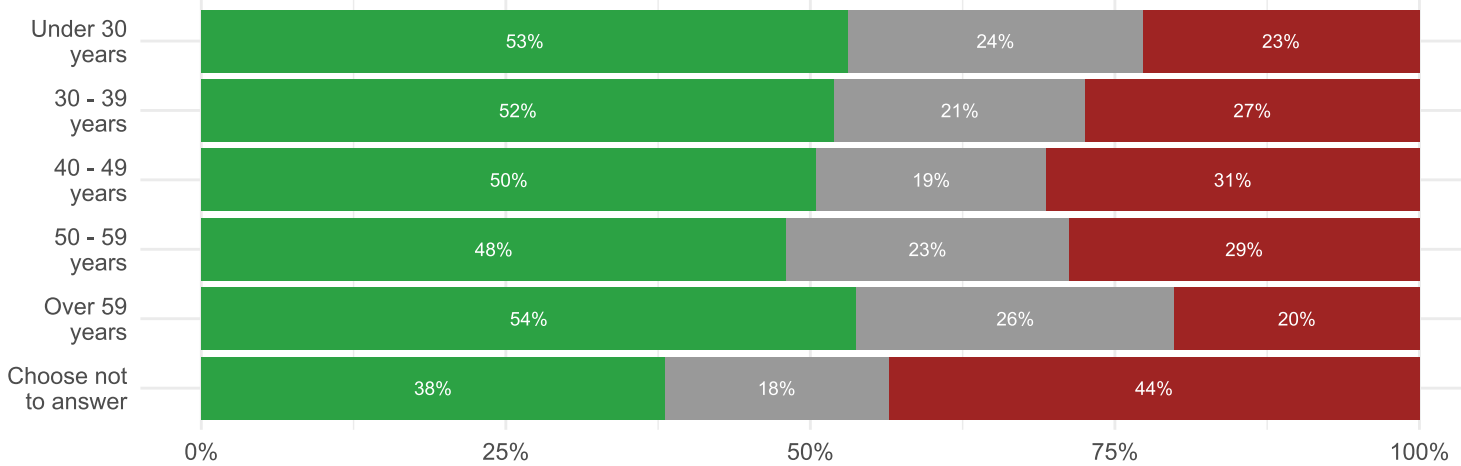
Years Worked



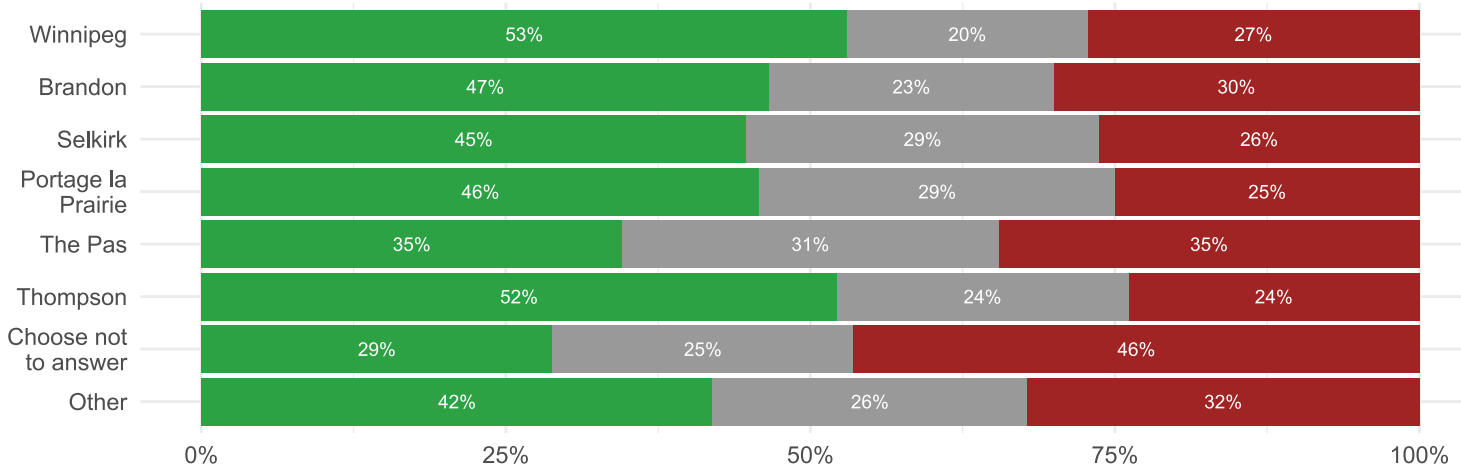
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)

Agree Neutral Disagree

Age Group



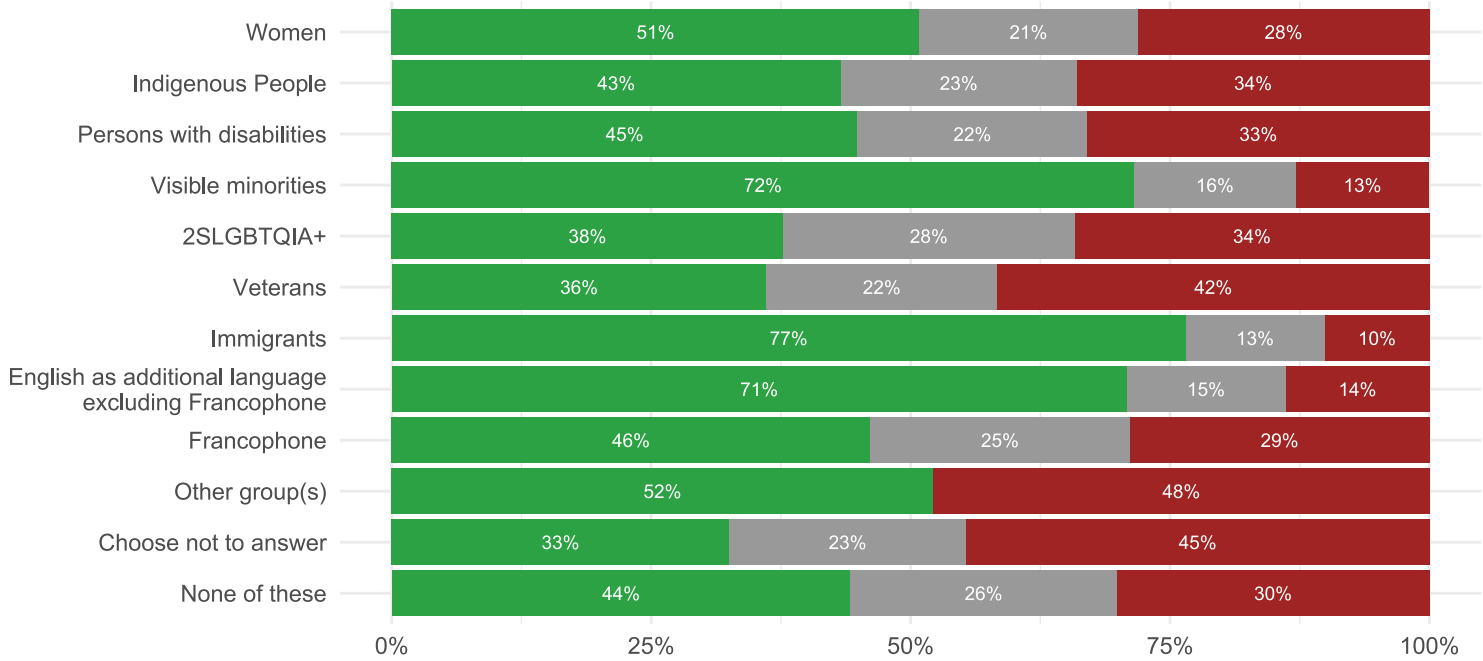
Location



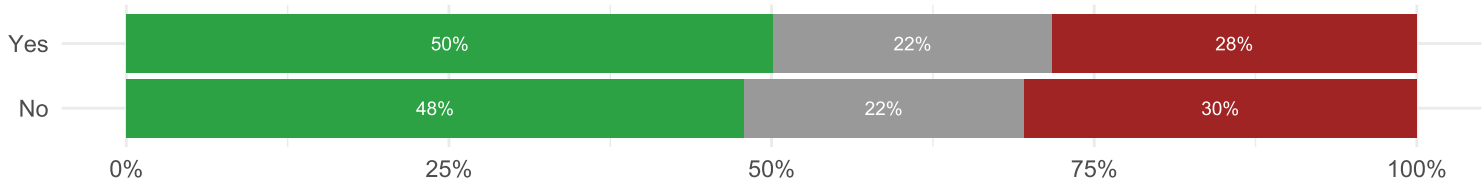
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)

Agree Neutral Disagree

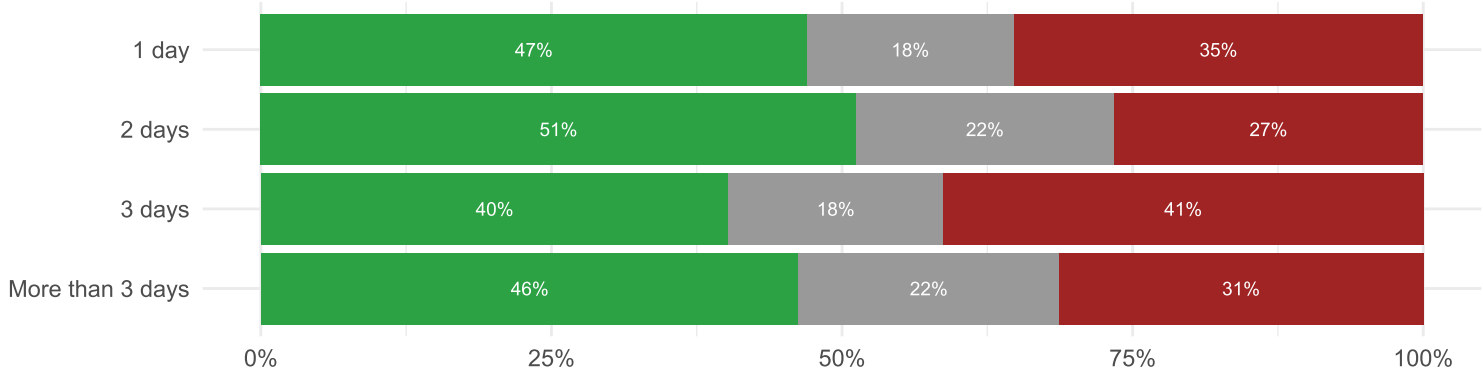
Diversity Group



Remote Work



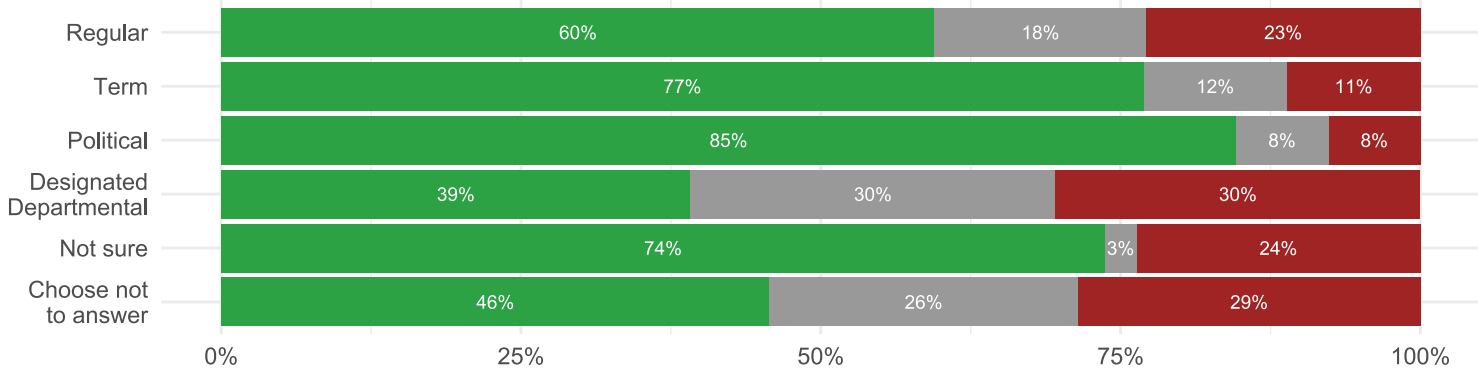
Remote Work Days



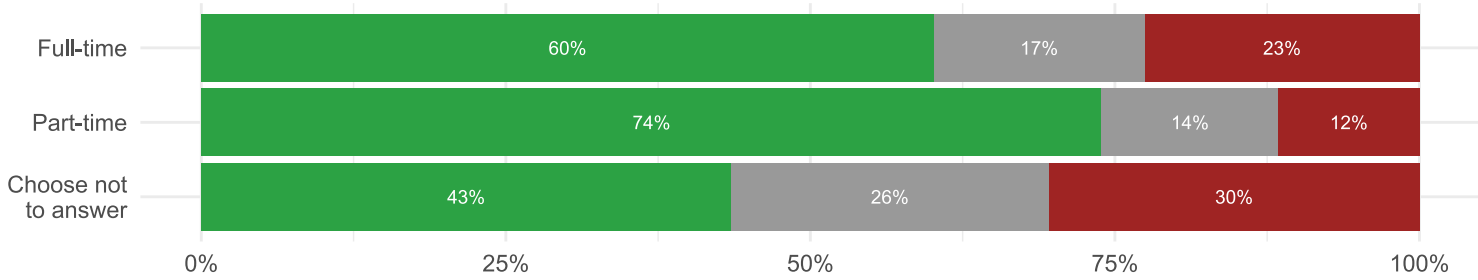
I have confidence in the senior leadership of my department.

Agree Neutral Disagree

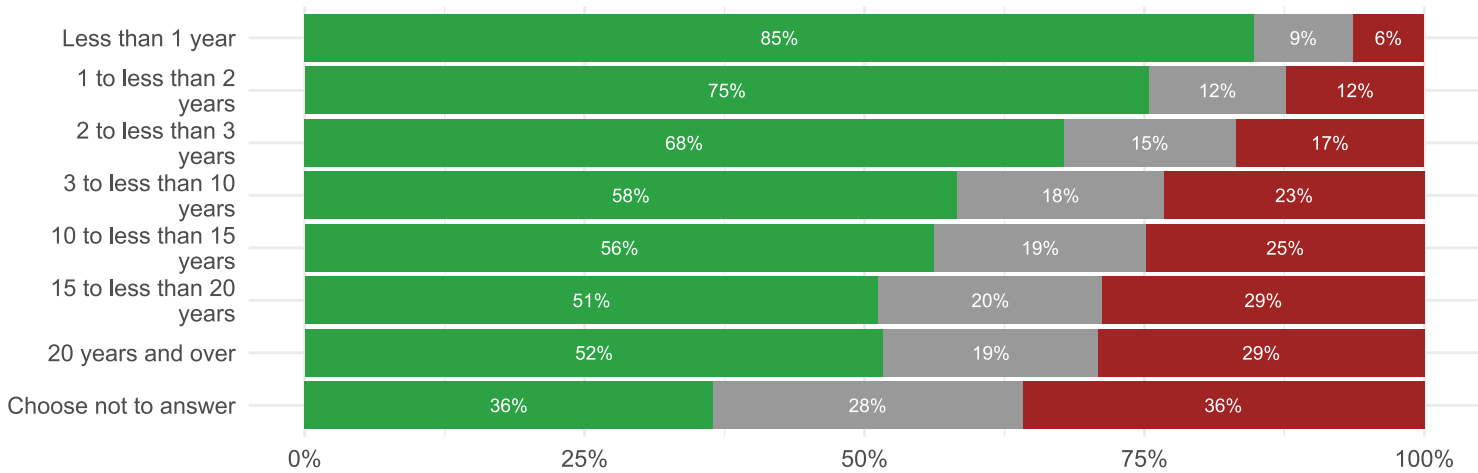
Employee Category



Schedule



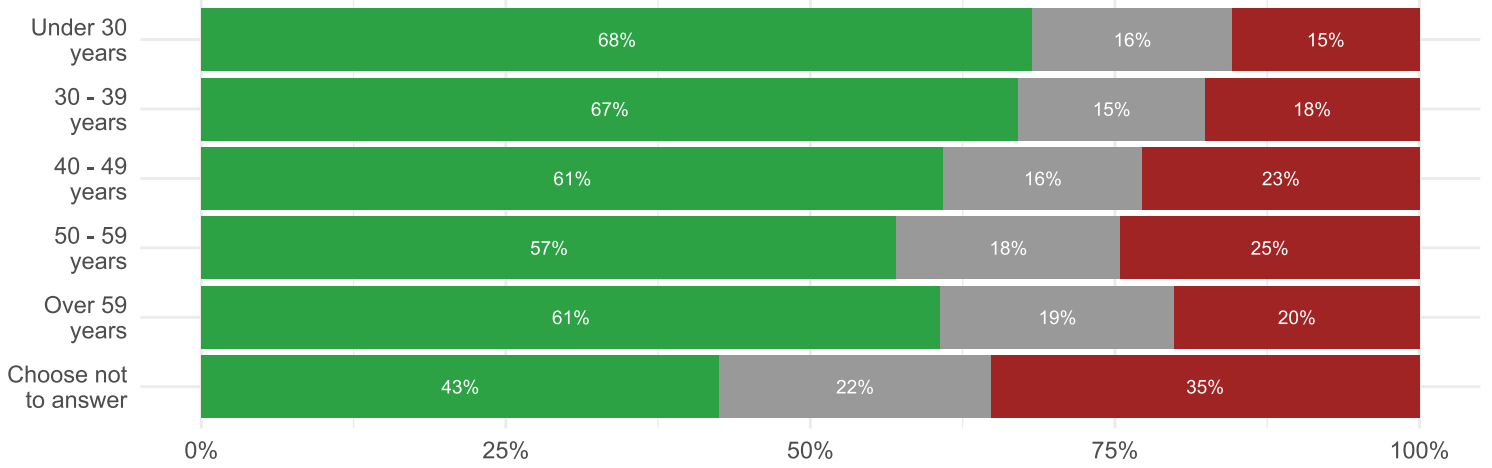
Years Worked



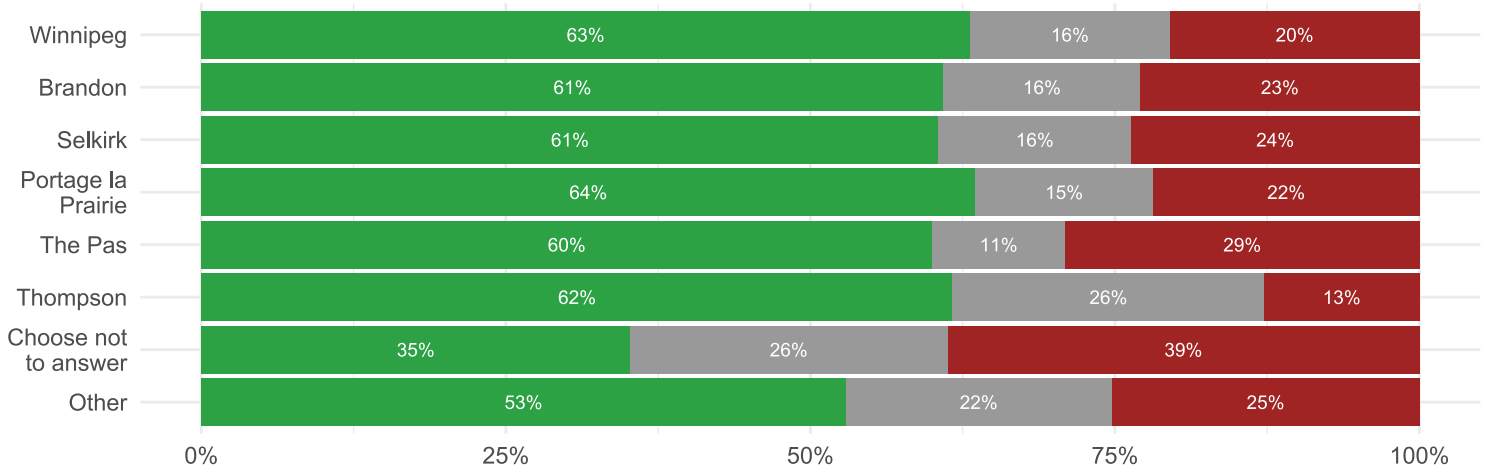
I have confidence in the senior leadership of my department.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



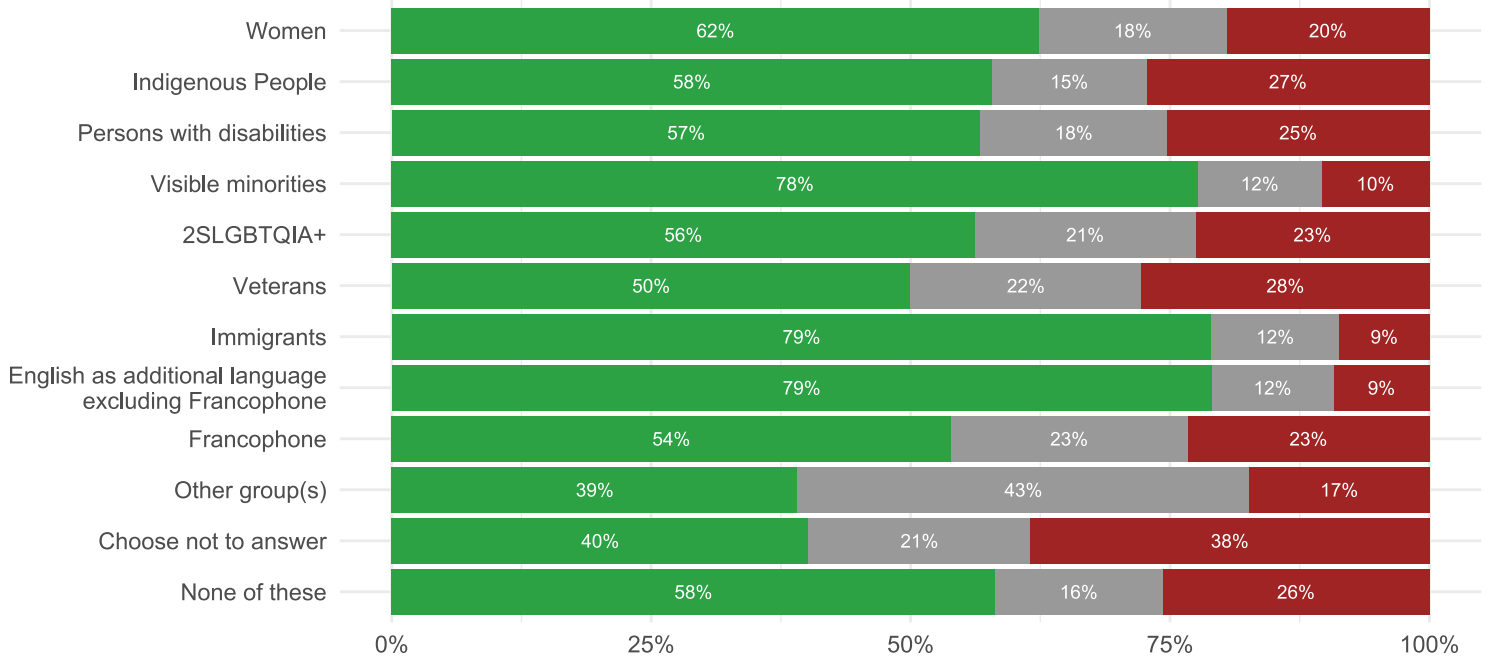
Location



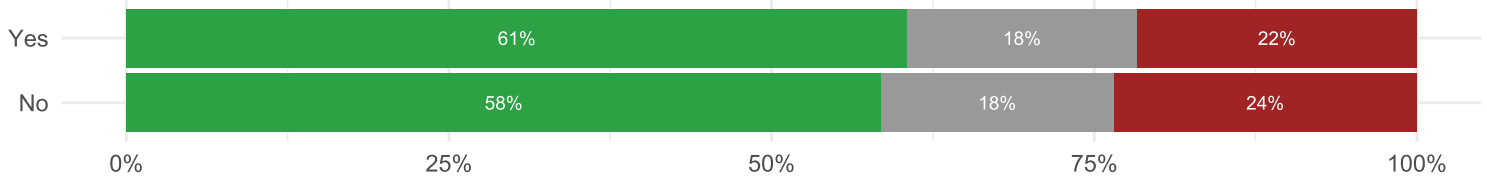
I have confidence in the senior leadership of my department.

Agree Neutral Disagree

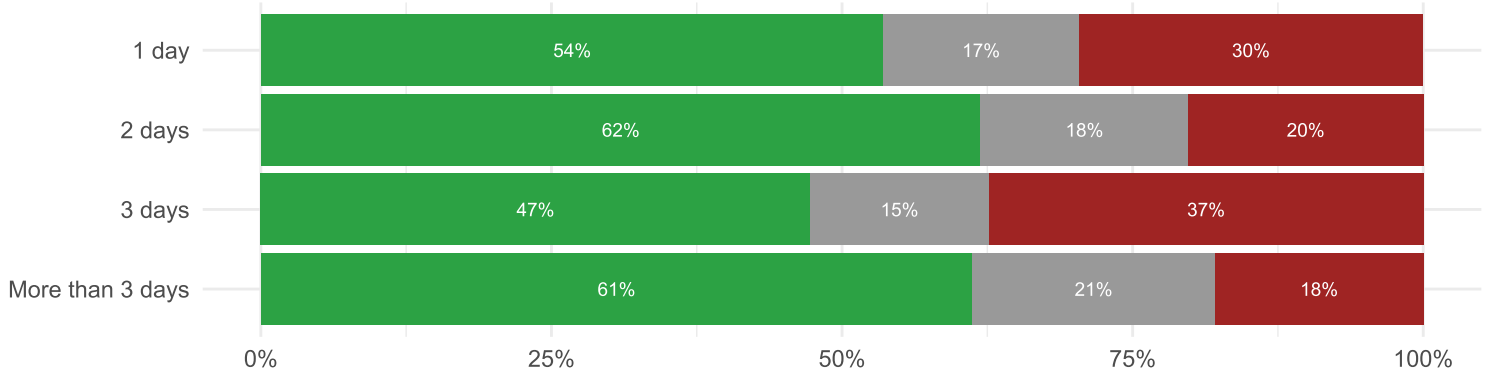
Diversity Group



Remote Work



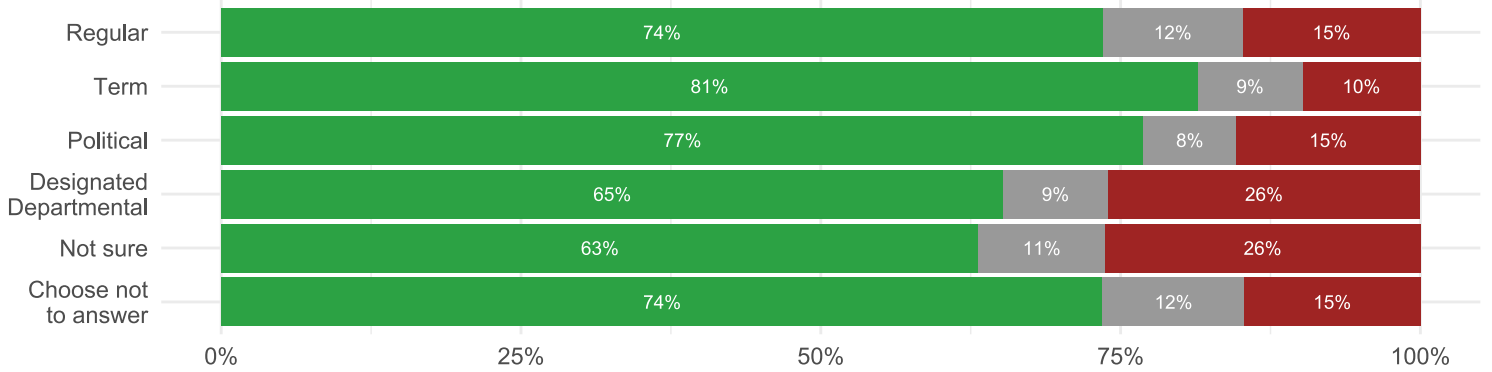
Remote Work Days



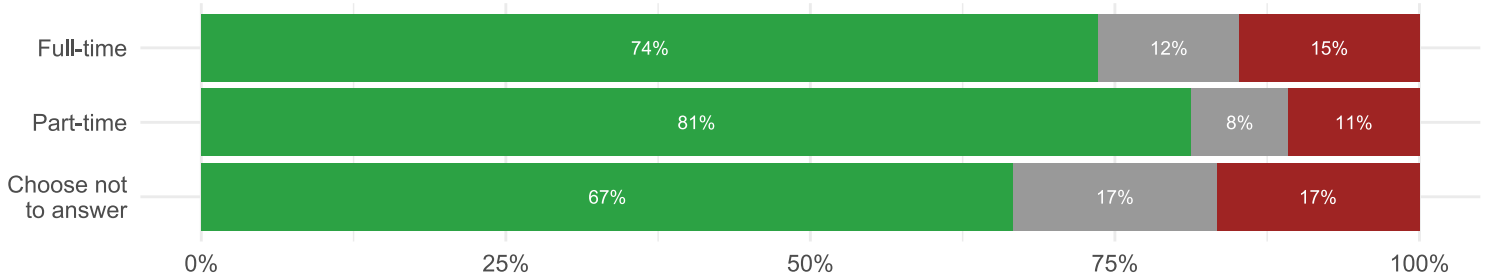
I am satisfied with the quality of supervision I receive.

Agree Neutral Disagree

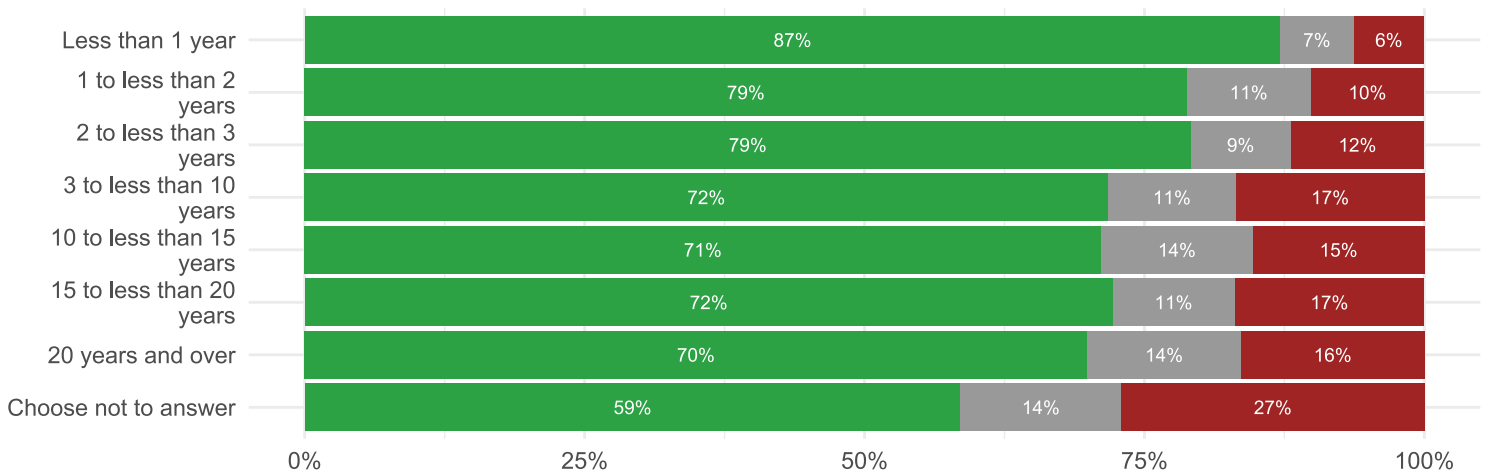
Employee Category



Schedule



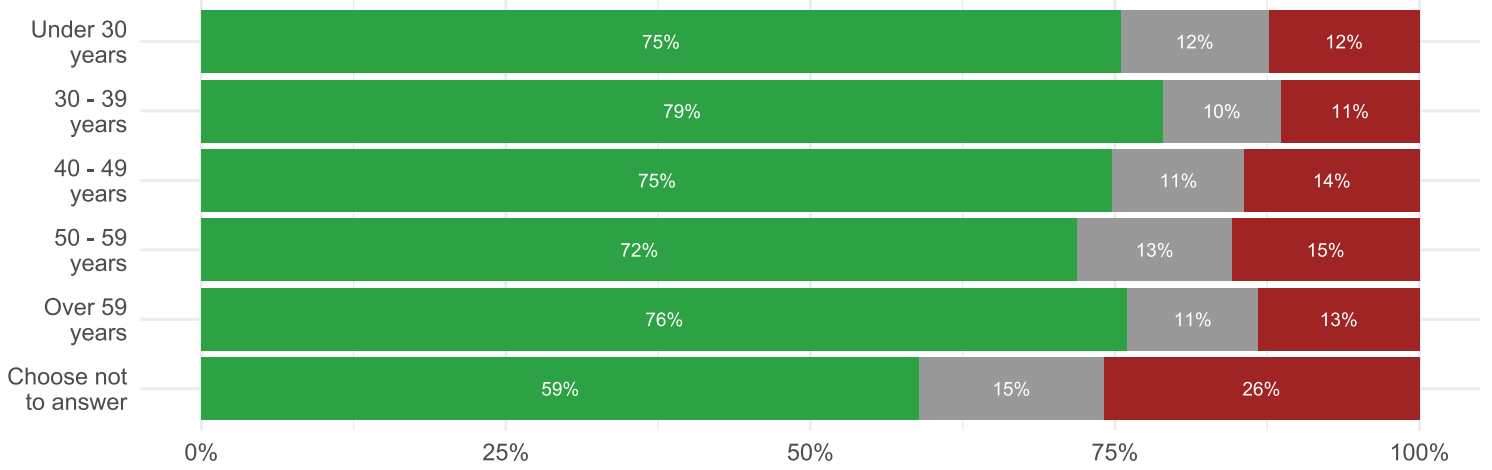
Years Worked



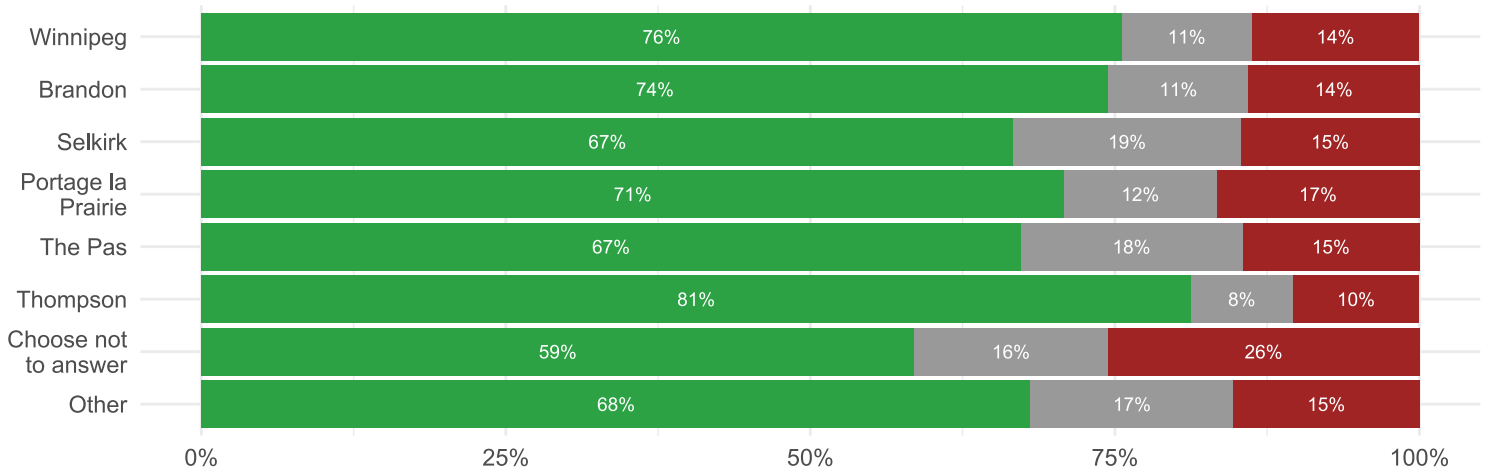
I am satisfied with the quality of supervision I receive.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



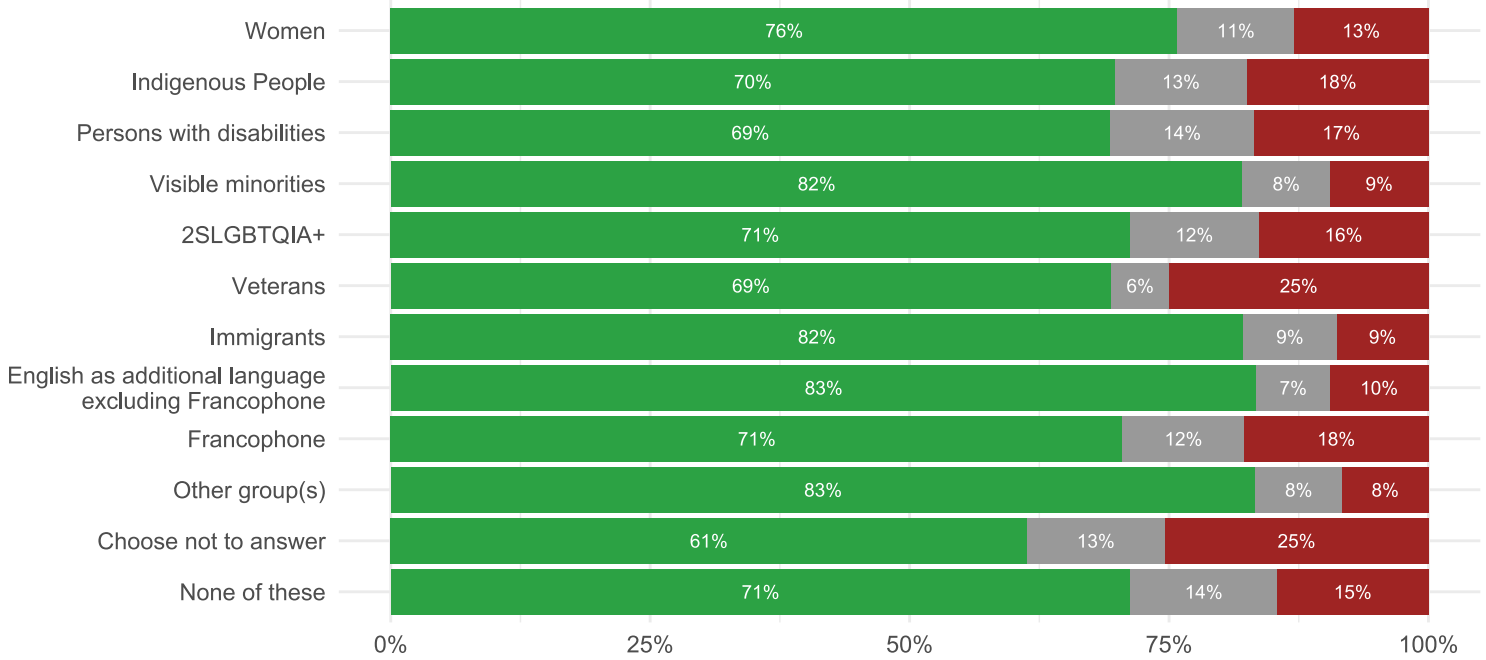
Location



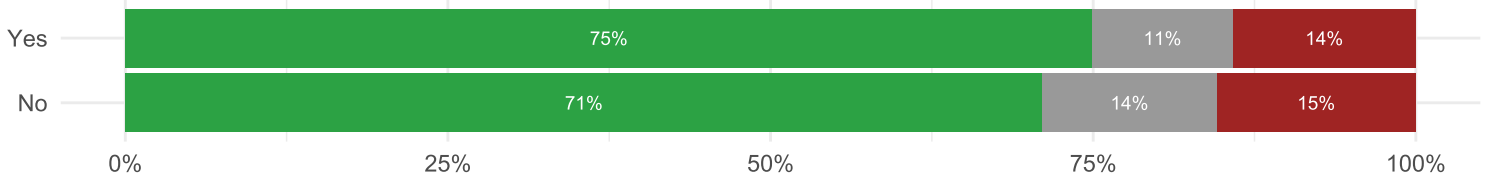
I am satisfied with the quality of supervision I receive.

Agree Neutral Disagree

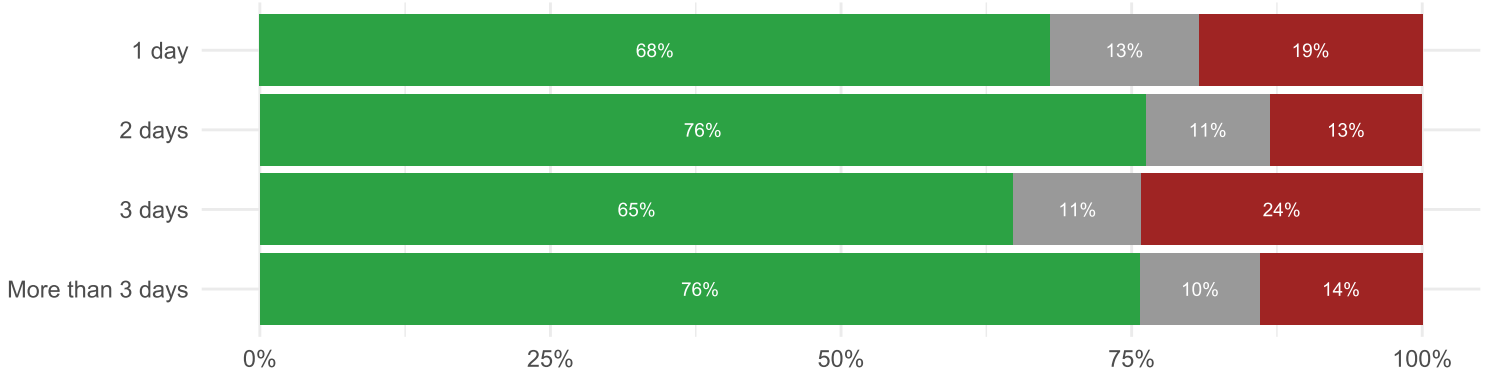
Diversity Group



Remote Work



Remote Work Days

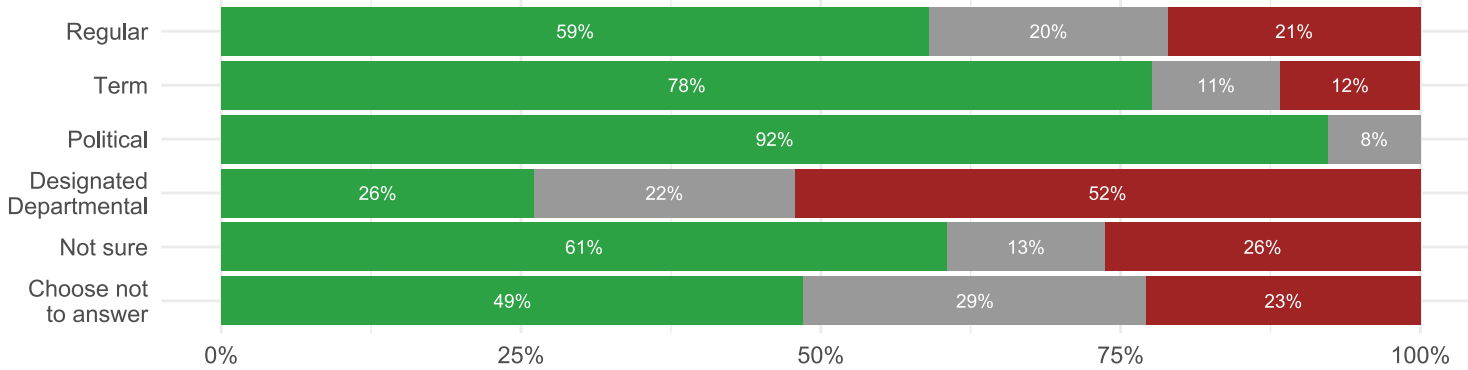


Engagement

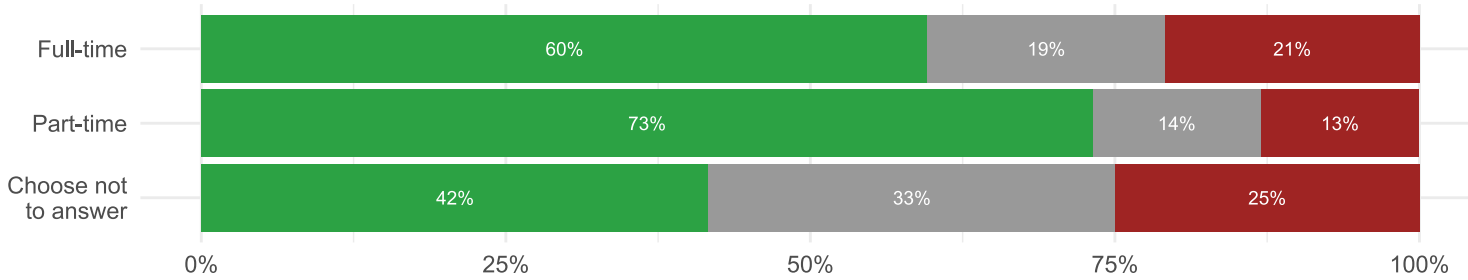
I am satisfied with my department.

■ Agree
 ■ Neutral
 ■ Disagree

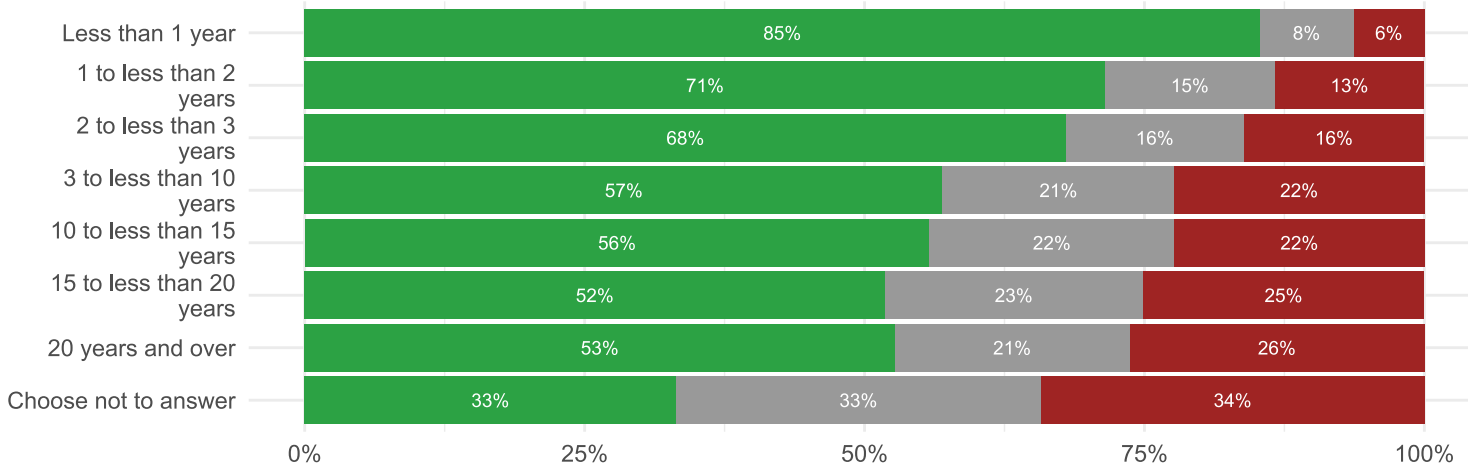
Employee Category



Schedule



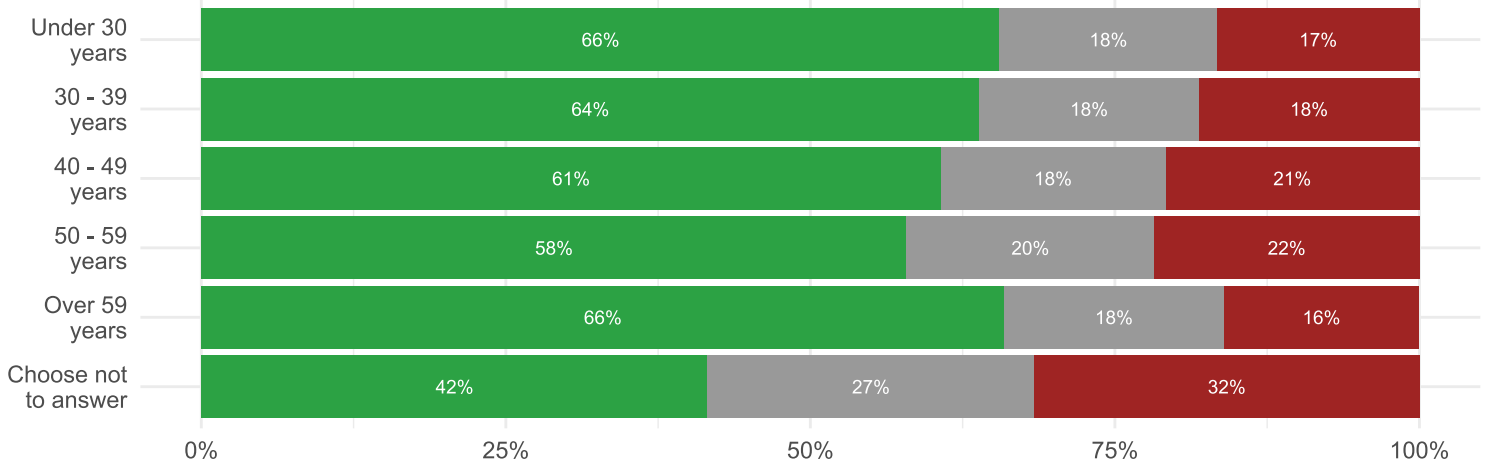
Years Worked



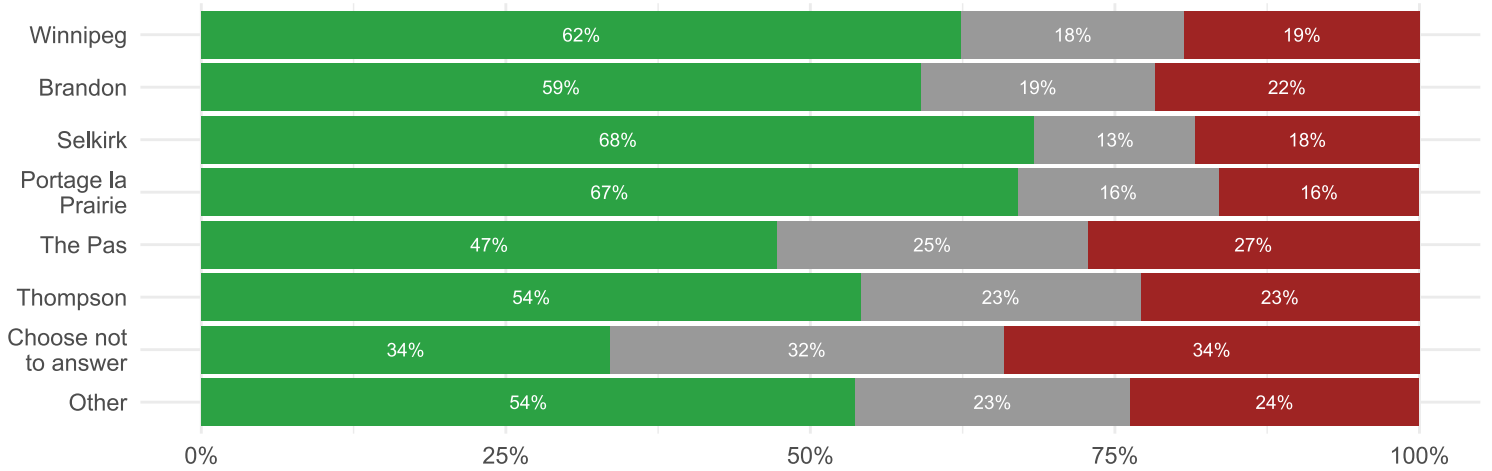
I am satisfied with my department.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



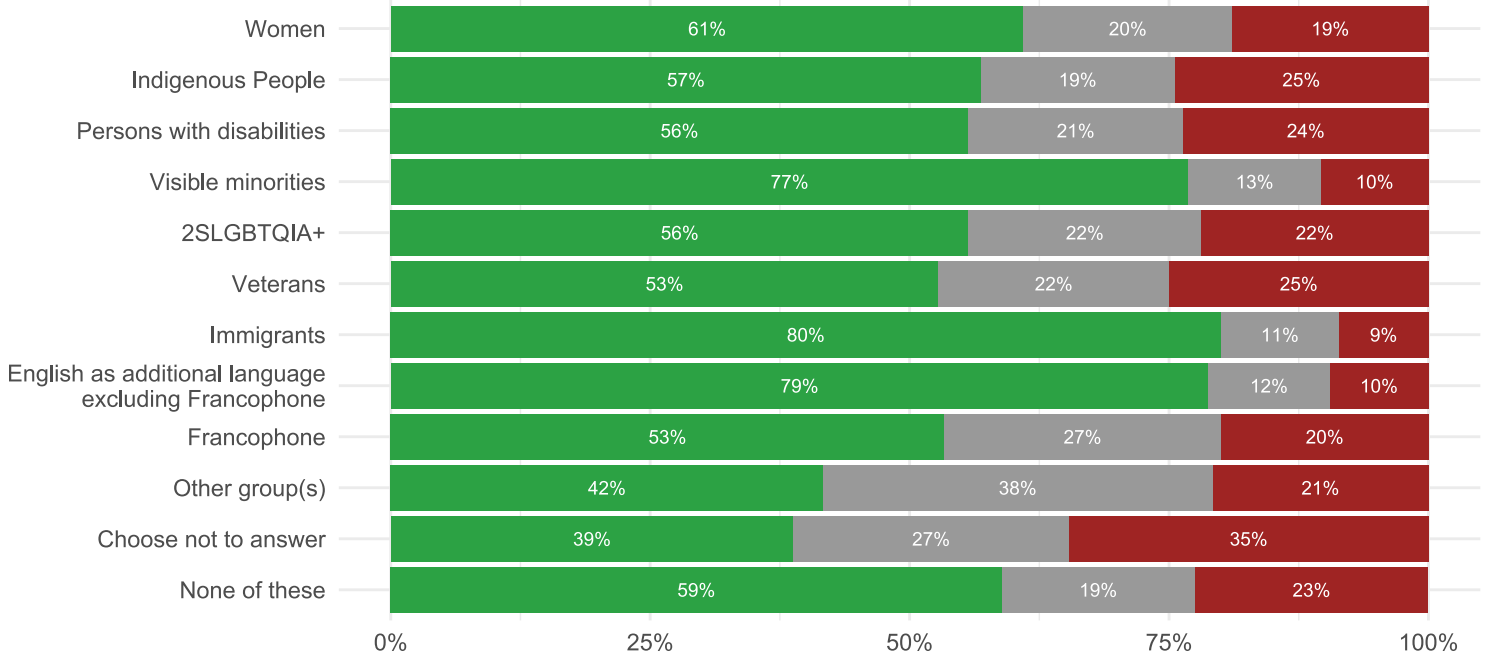
Location



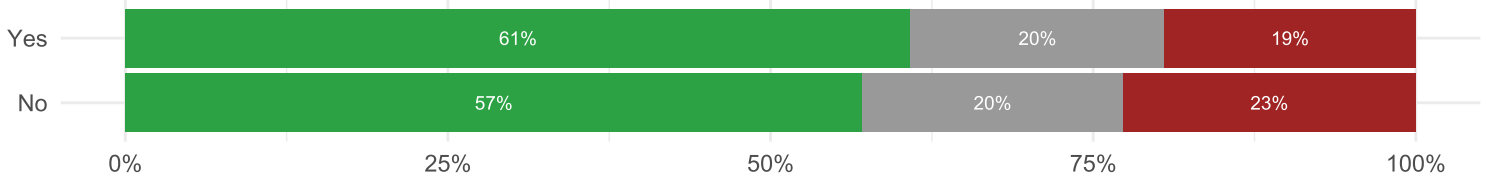
I am satisfied with my department.

Agree Neutral Disagree

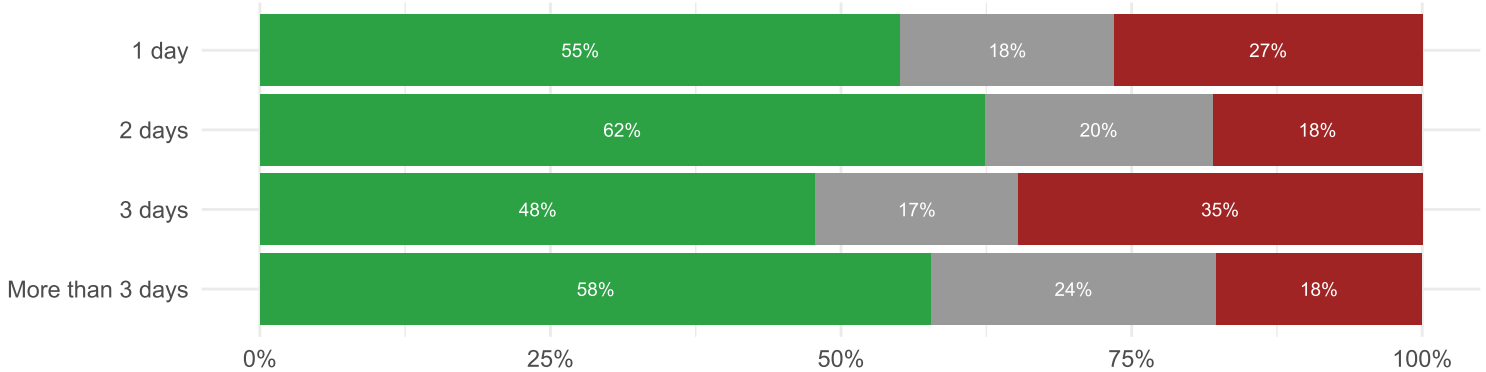
Diversity Group



Remote Work



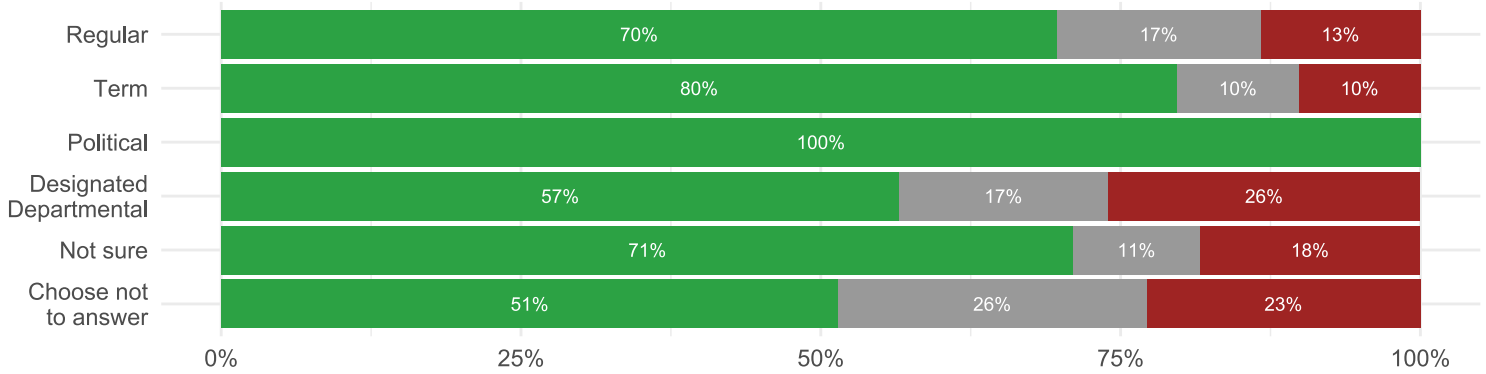
Remote Work Days



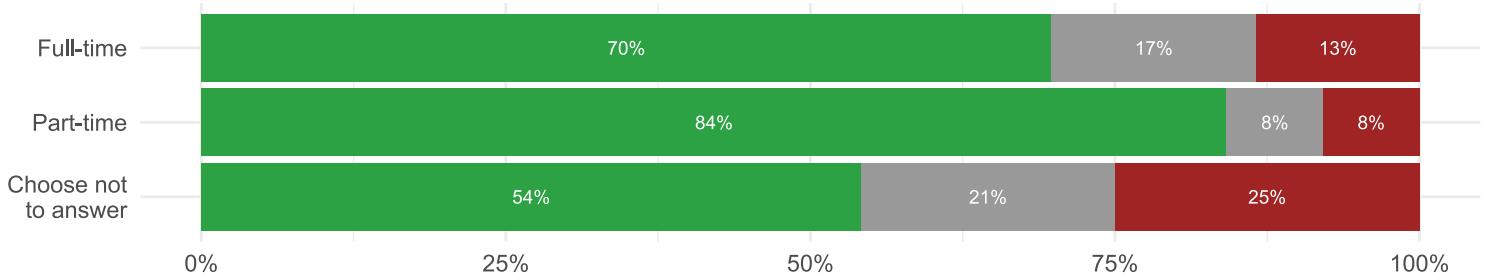
Overall, I am satisfied with my work as a Manitoba government employee.

Agree Neutral Disagree

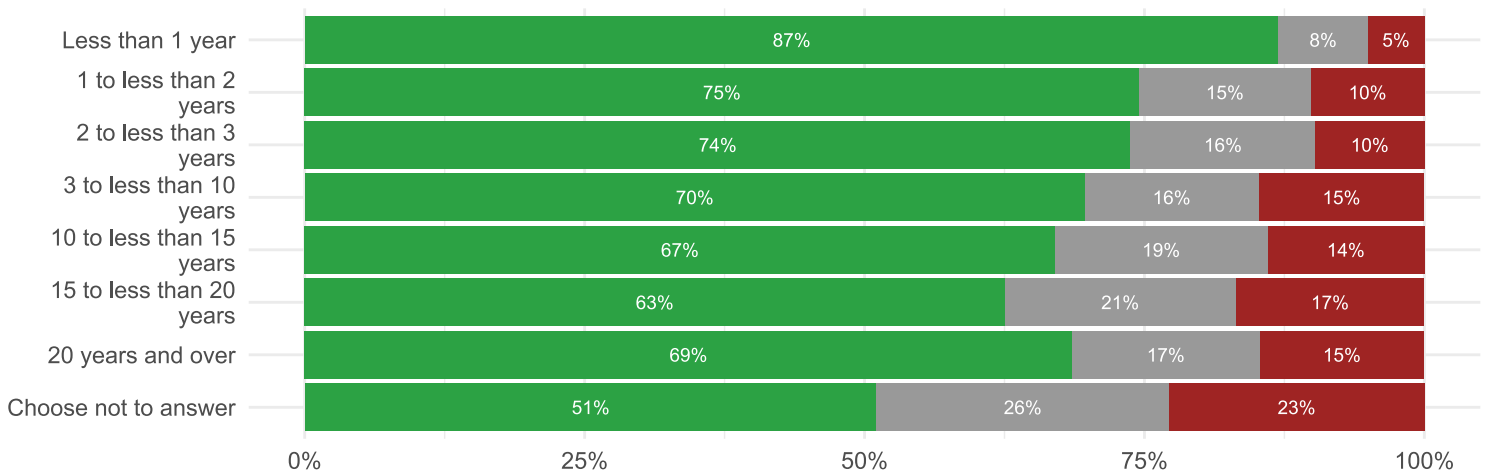
Employee Category



Schedule



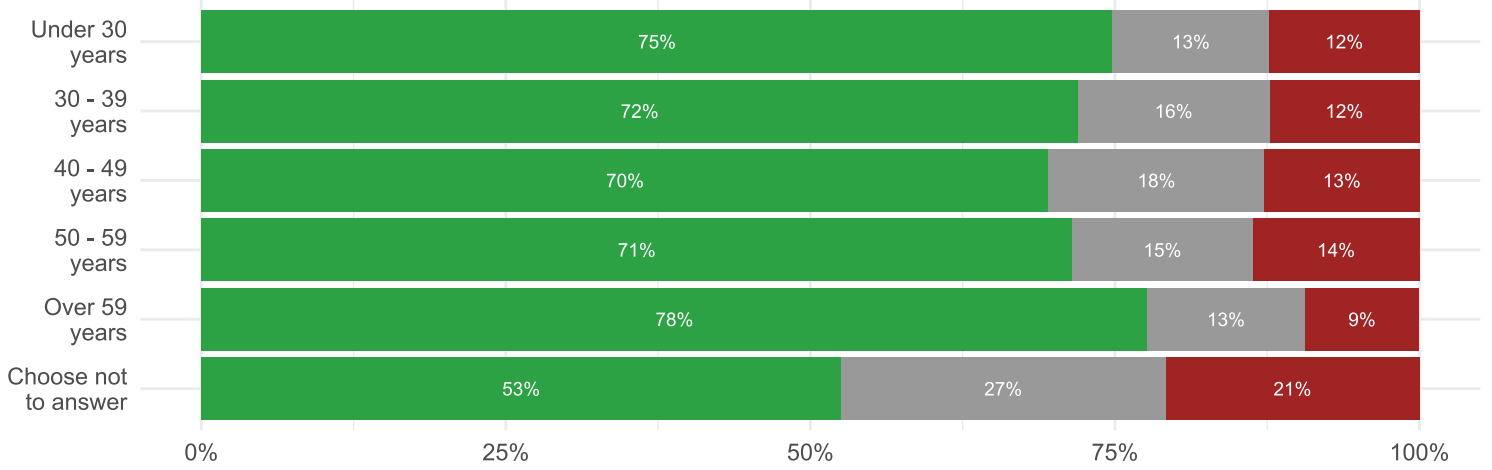
Years Worked



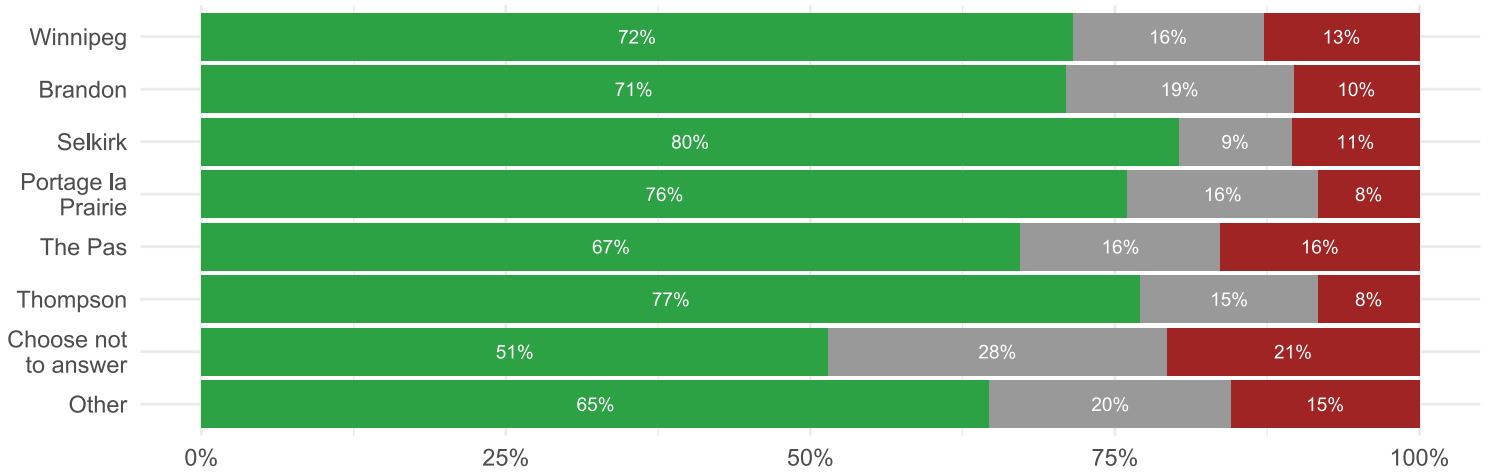
Overall, I am satisfied with my work as a Manitoba government employee.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



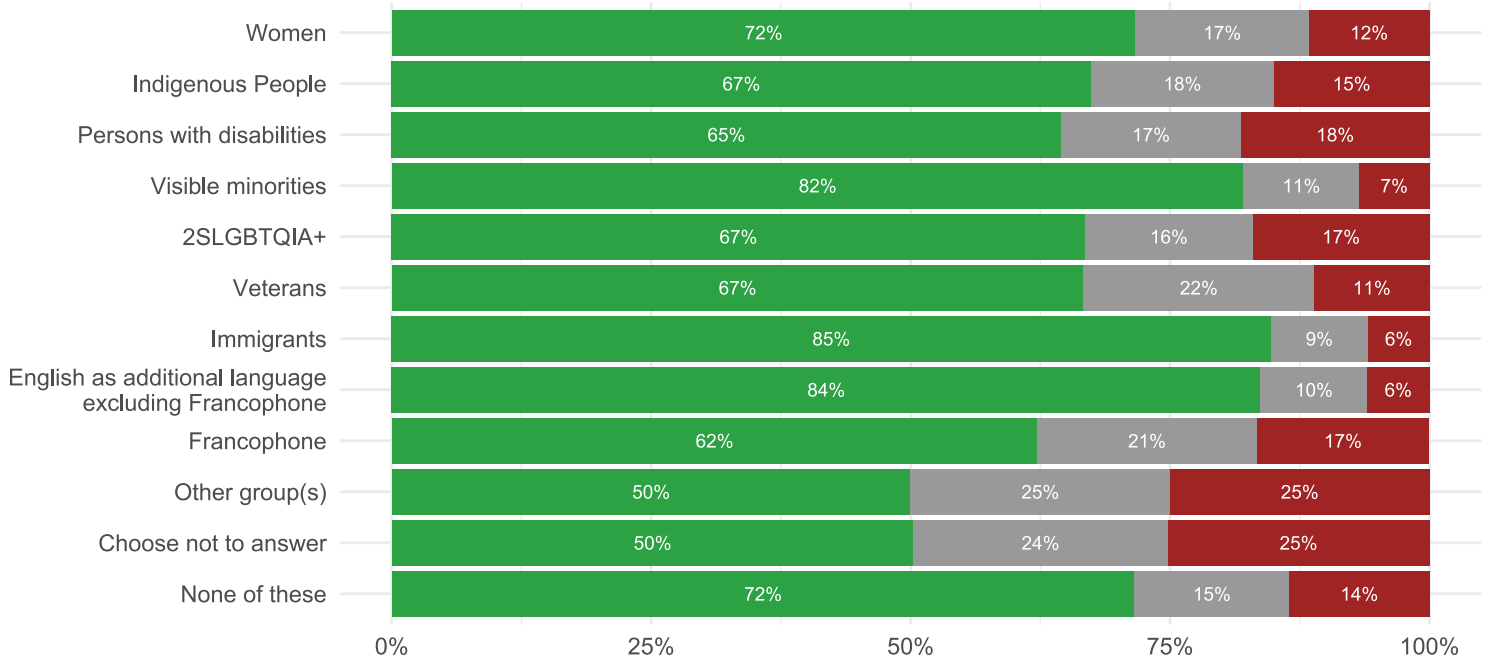
Location



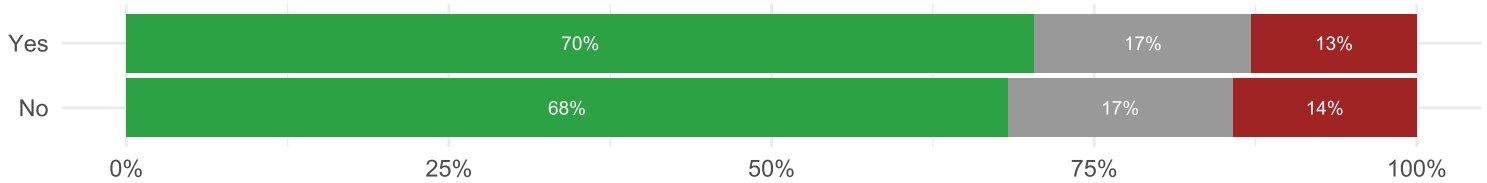
Overall, I am satisfied with my work as a Manitoba government employee.

Agree Neutral Disagree

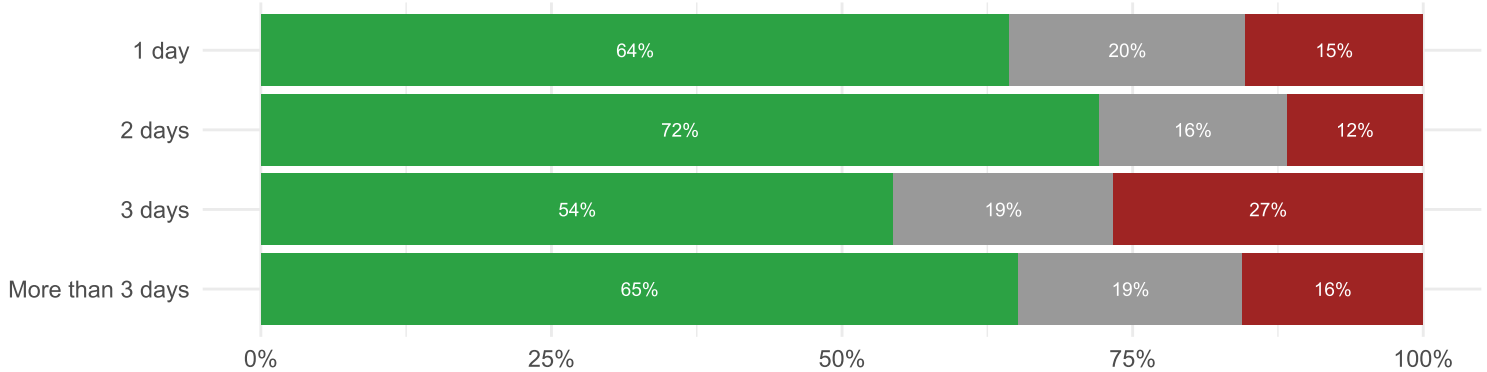
Diversity Group



Remote Work



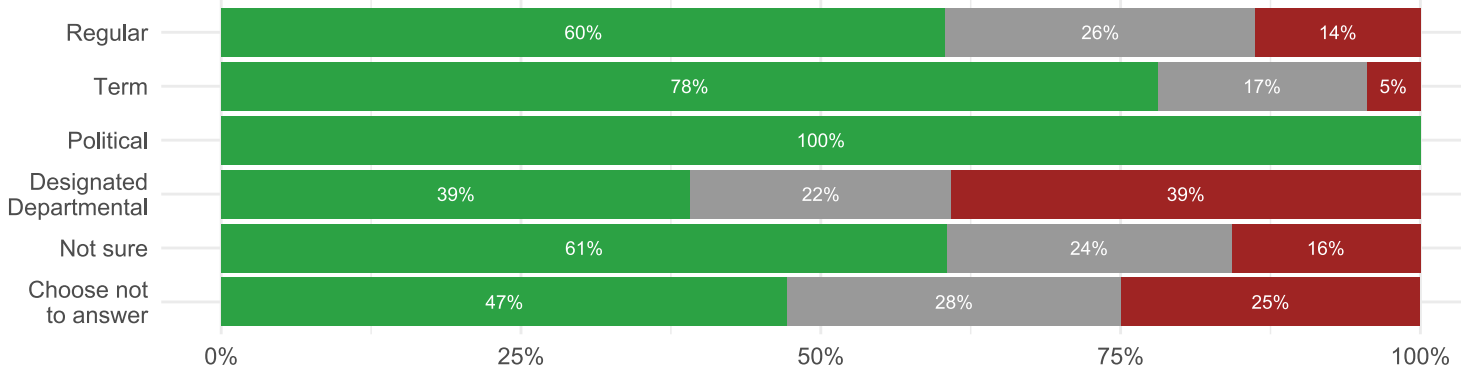
Remote Work Days



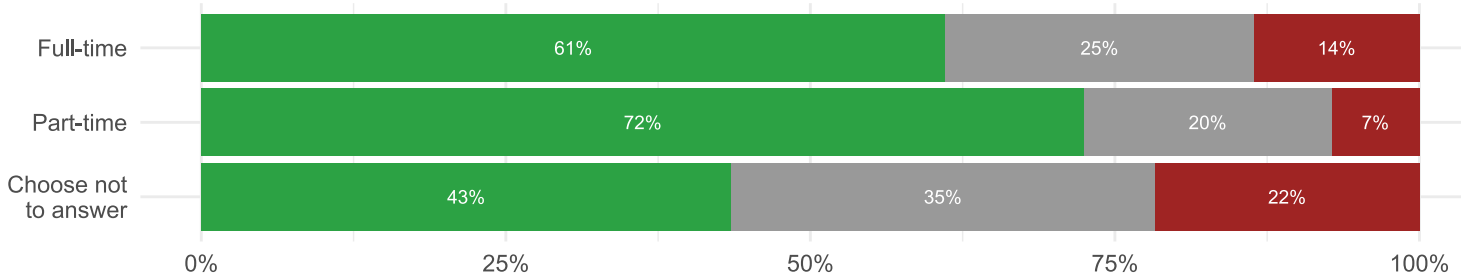
I am proud to tell people I work for the Manitoba government.

Agree Neutral Disagree

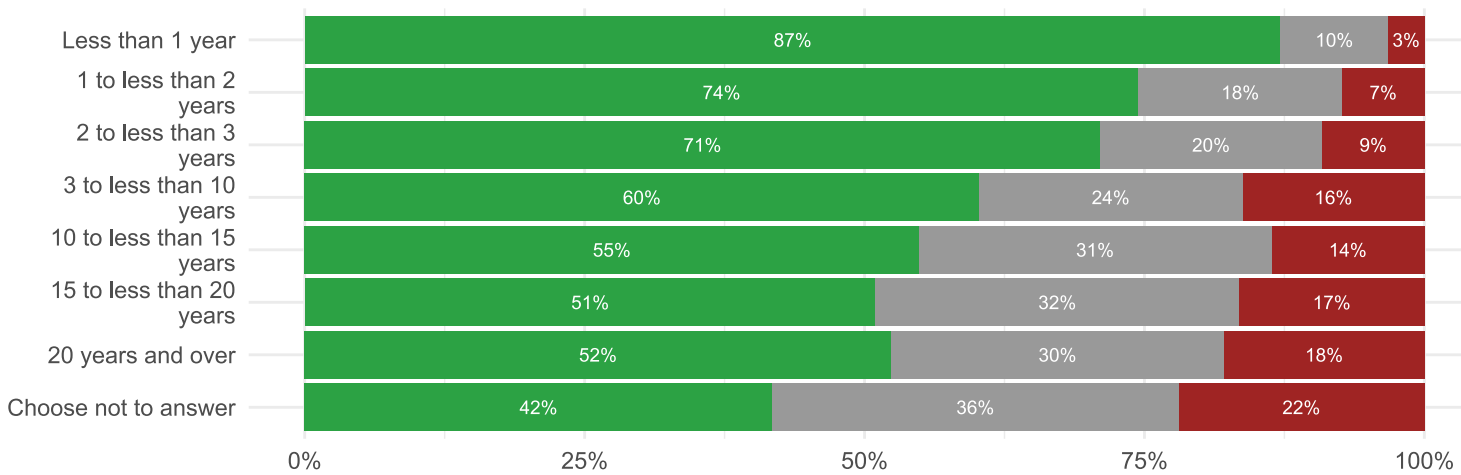
Employee Category



Schedule



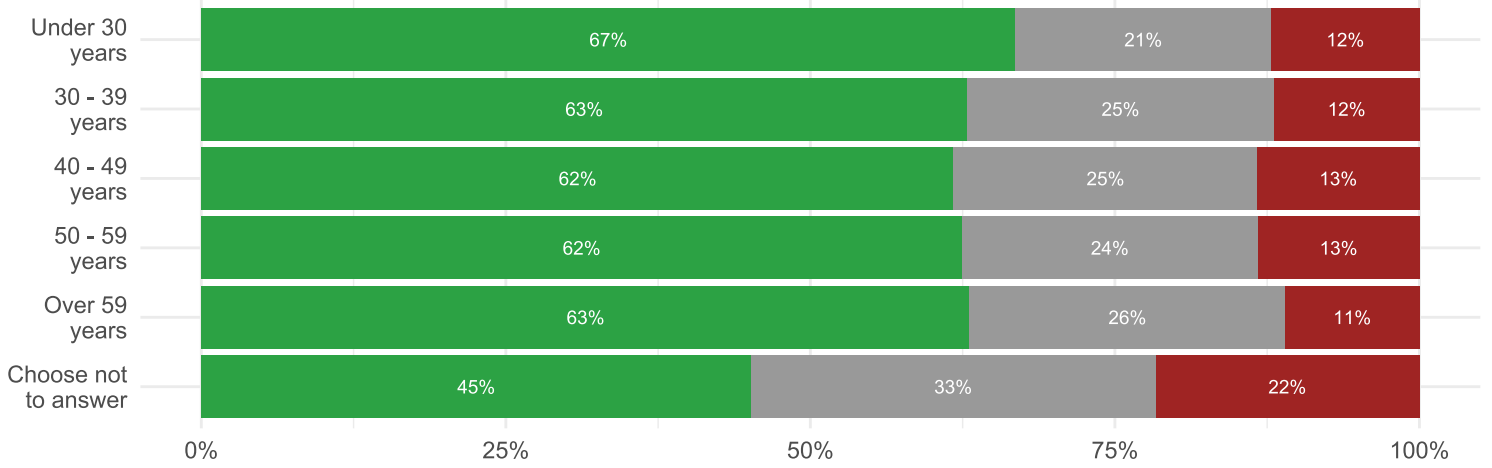
Years Worked



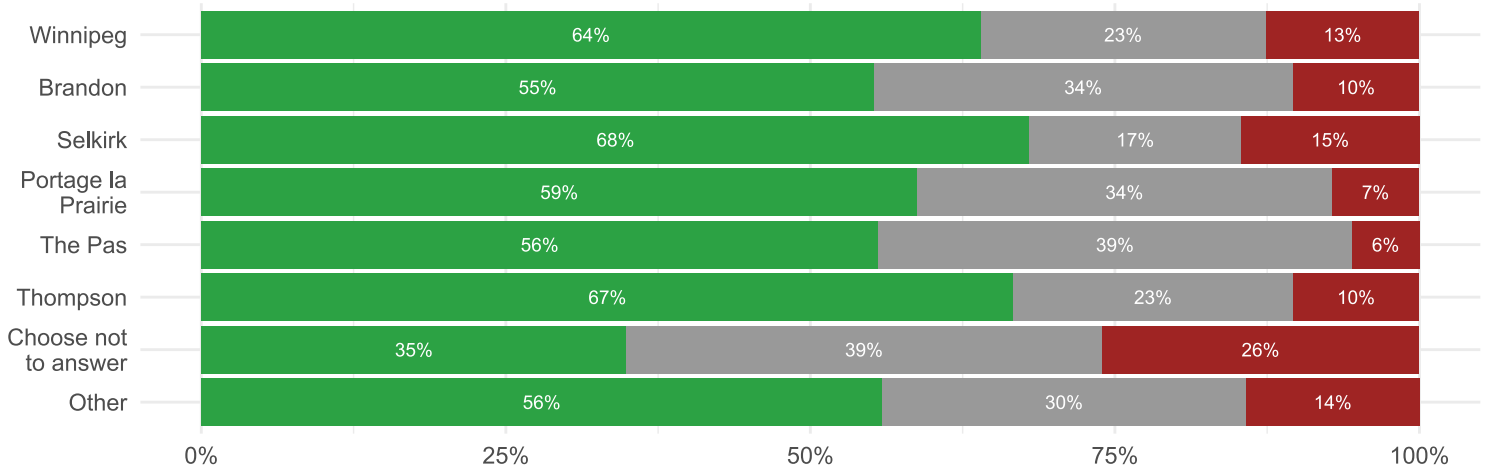
I am proud to tell people I work for the Manitoba government.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



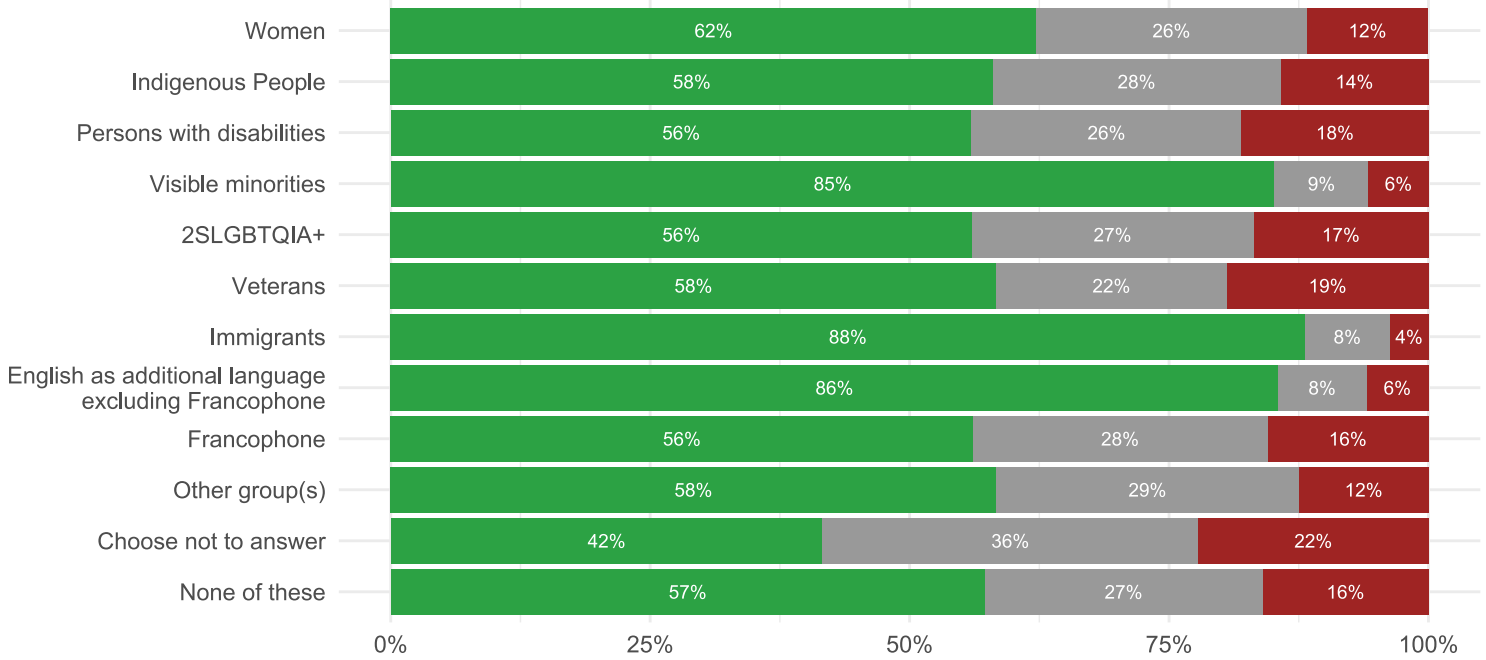
Location



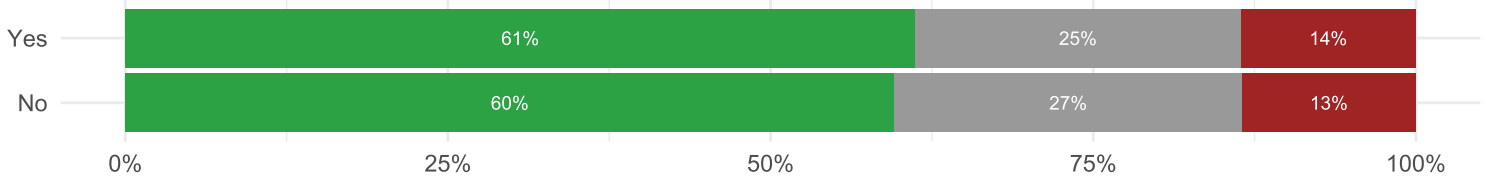
I am proud to tell people I work for the Manitoba government.

Agree Neutral Disagree

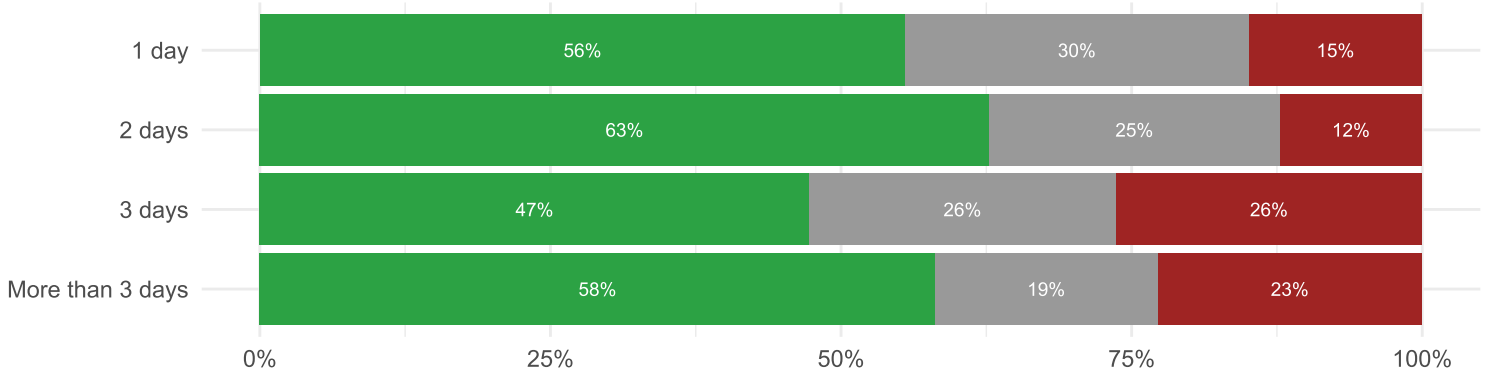
Diversity Group



Remote Work



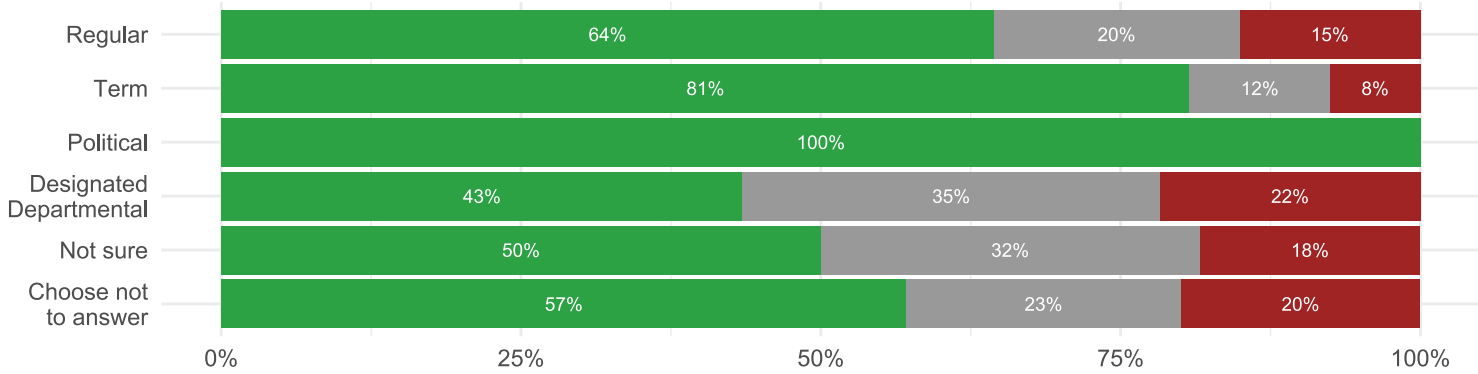
Remote Work Days



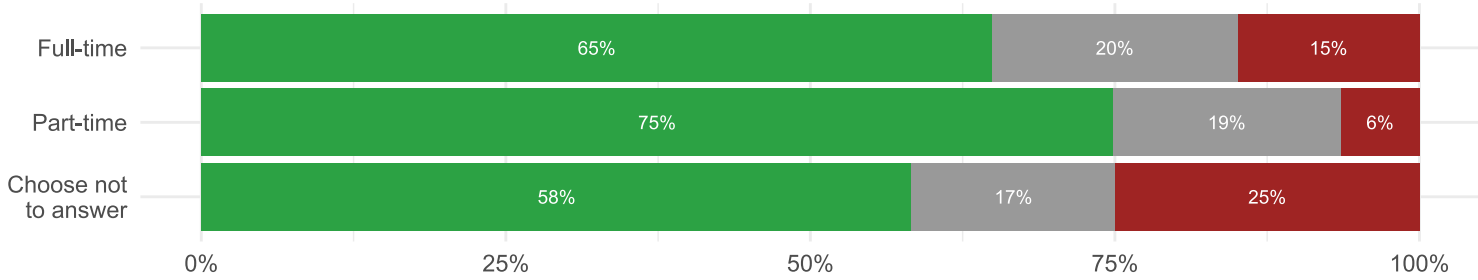
I am inspired to give my very best.

Agree Neutral Disagree

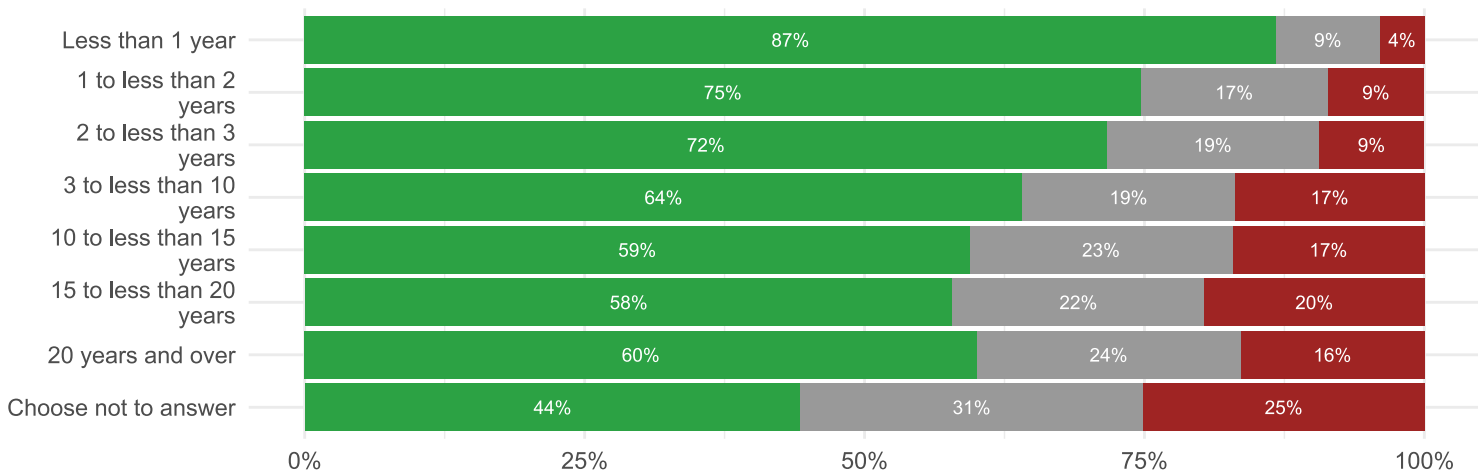
Employee Category



Schedule



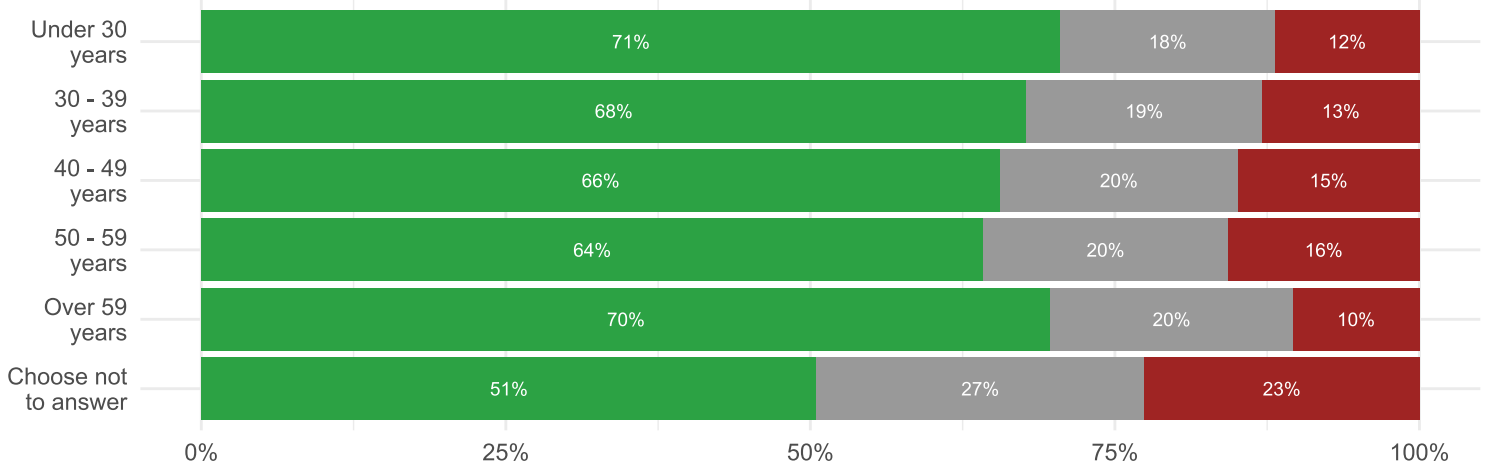
Years Worked



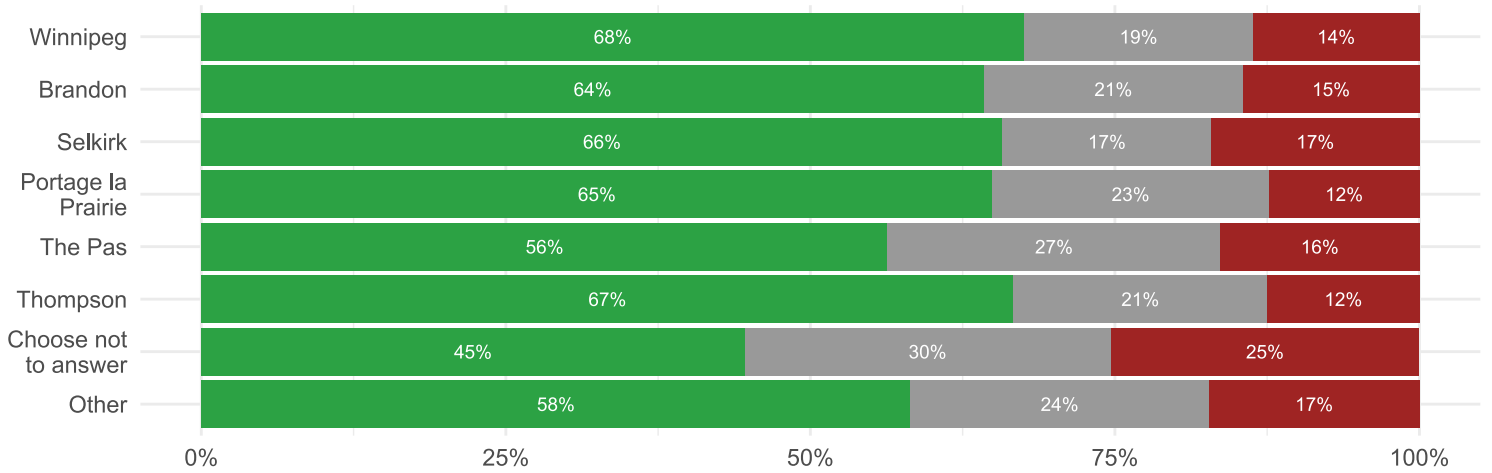
I am inspired to give my very best.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



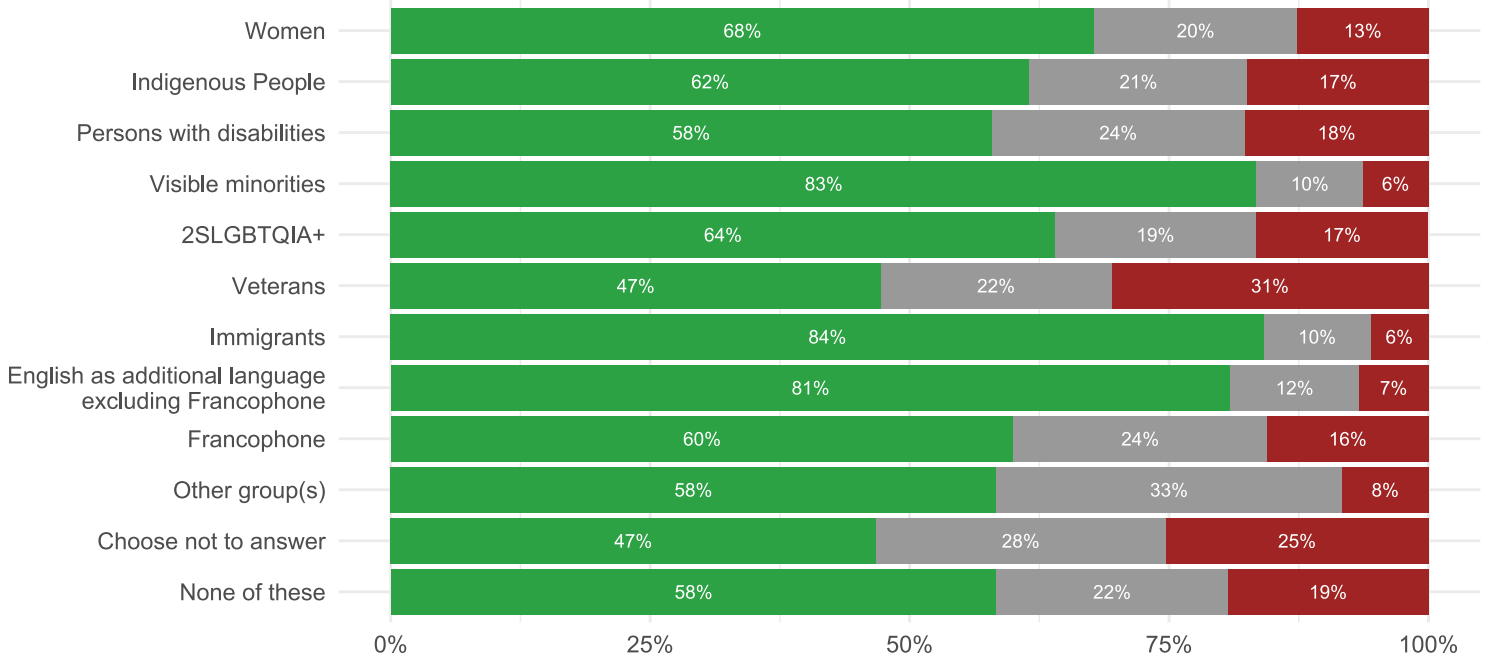
Location



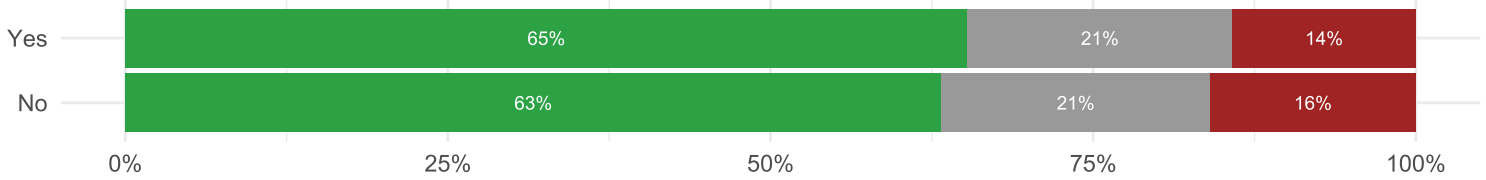
I am inspired to give my very best.

Agree Neutral Disagree

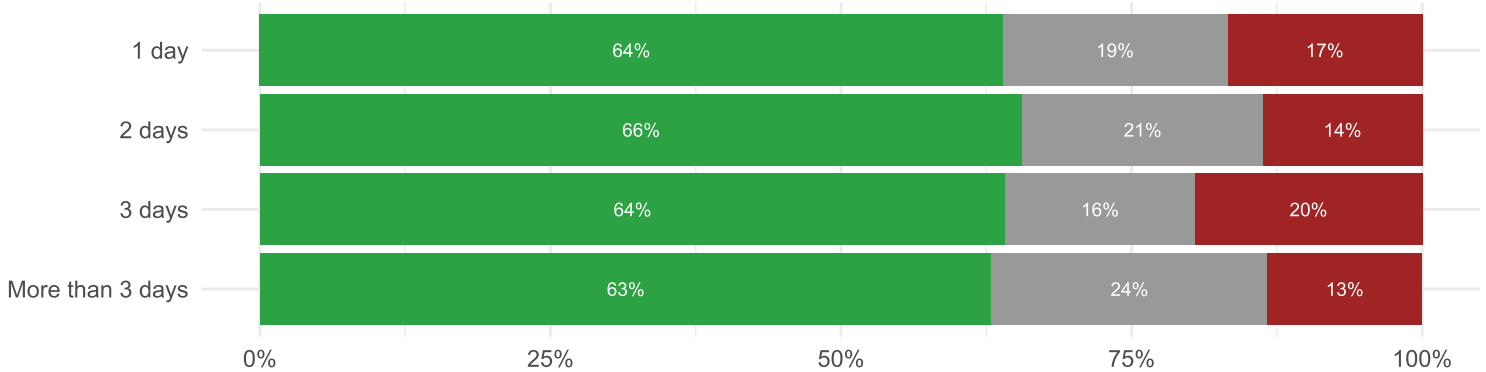
Diversity Group



Remote Work



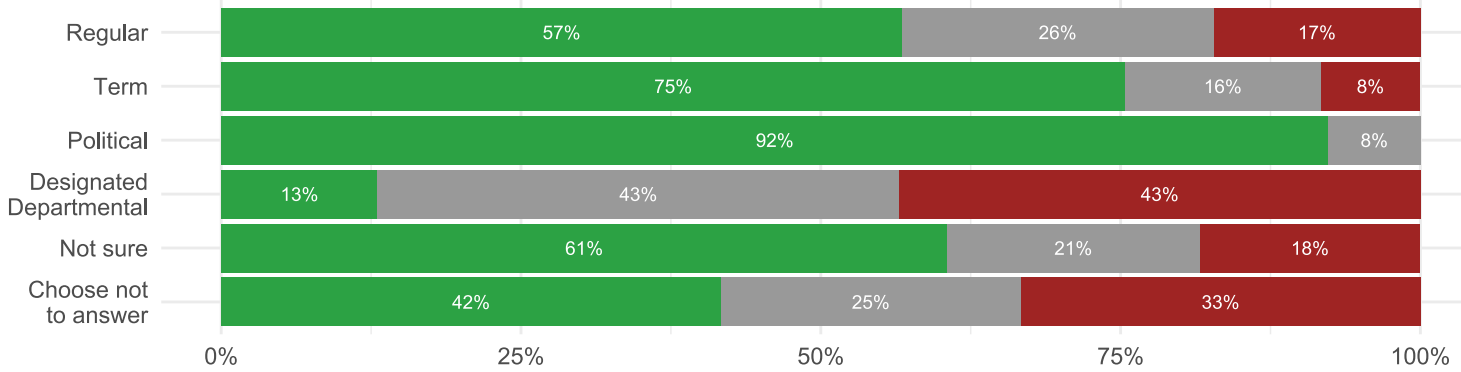
Remote Work Days



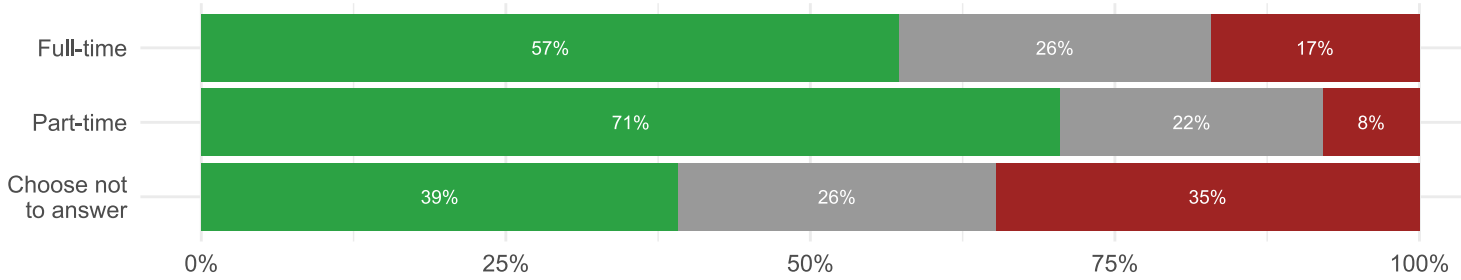
I would recommend the Manitoba government as a great place to work.

Agree Neutral Disagree

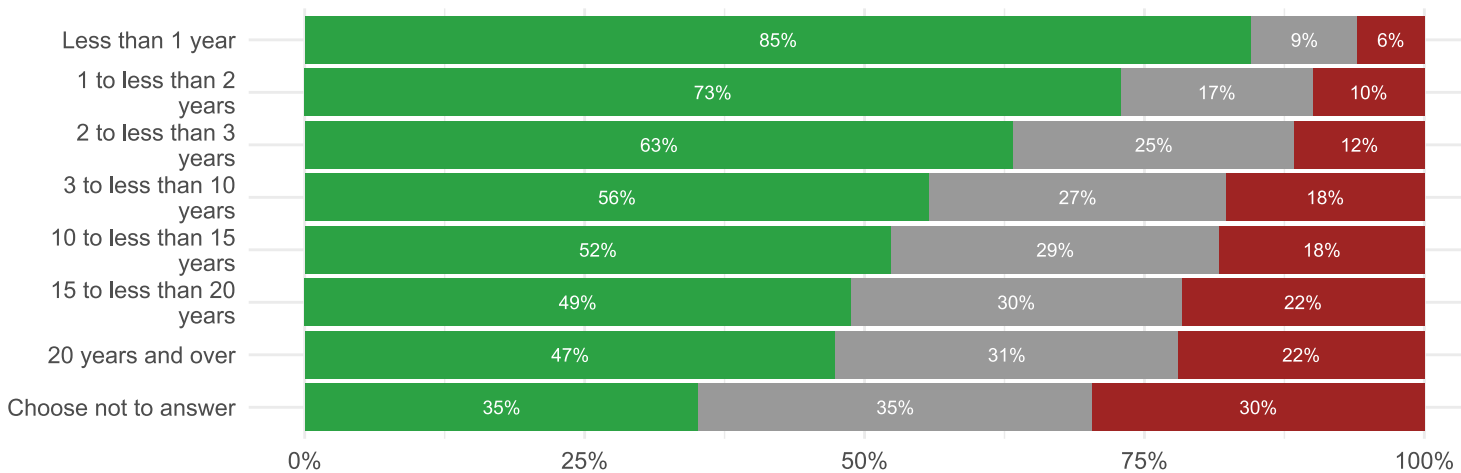
Employee Category



Schedule



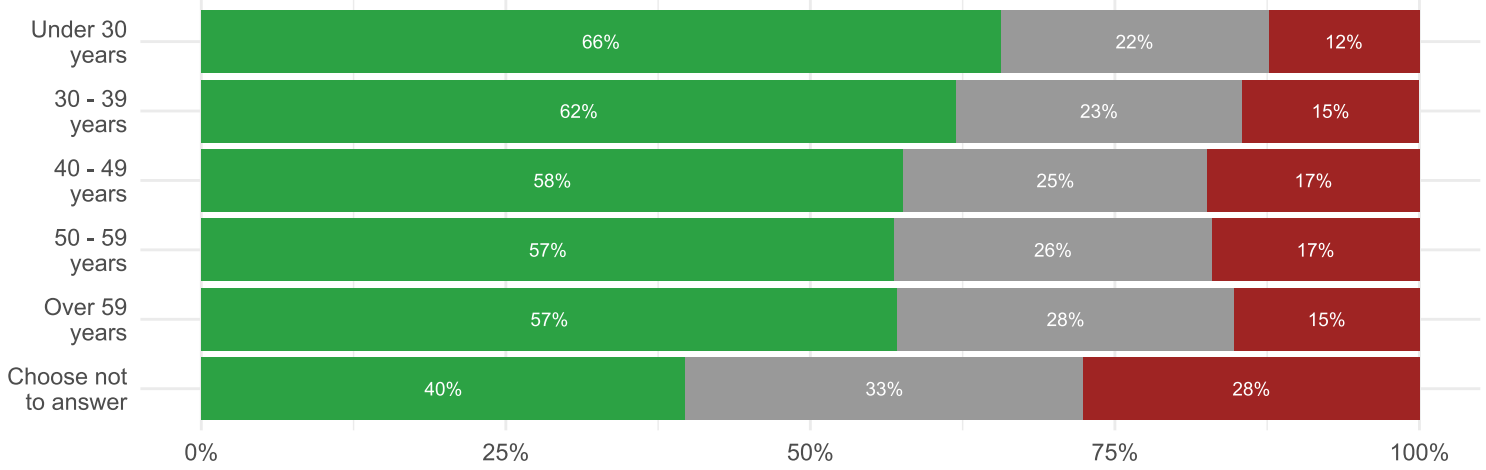
Years Worked



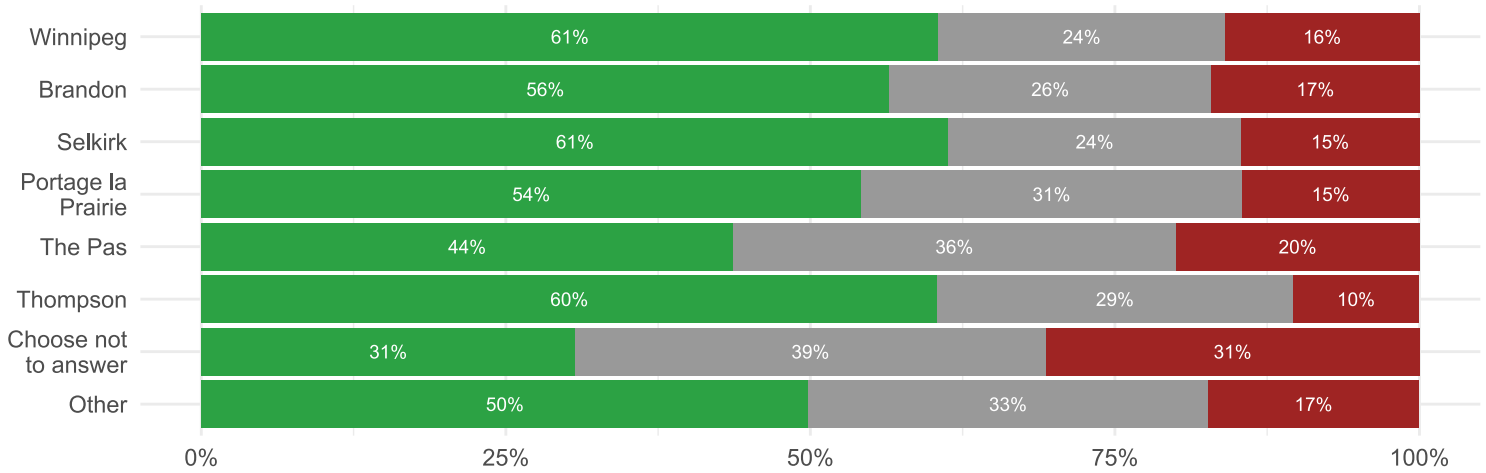
I would recommend the Manitoba government as a great place to work.

Agree Neutral Disagree

Age Group



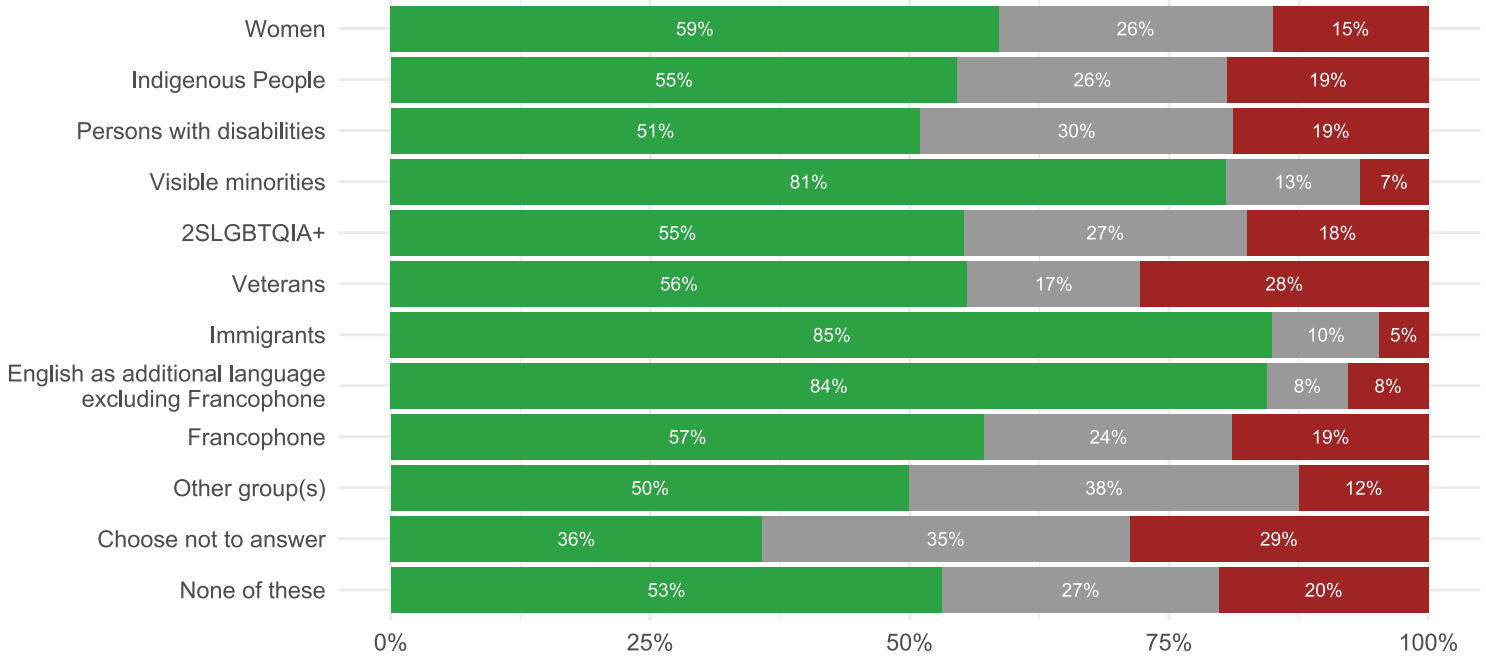
Location



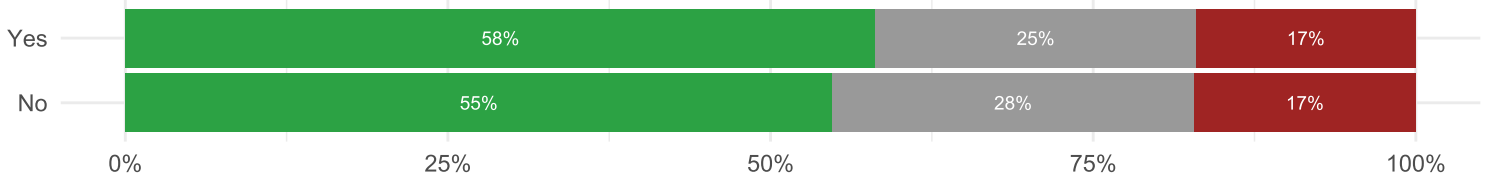
I would recommend the Manitoba government as a great place to work.

Agree Neutral Disagree

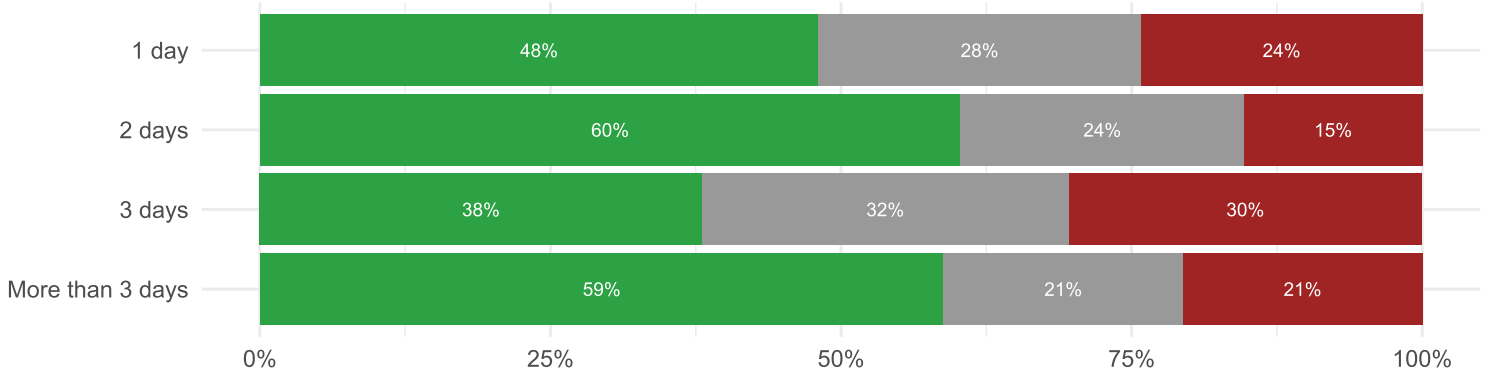
Diversity Group



Remote Work



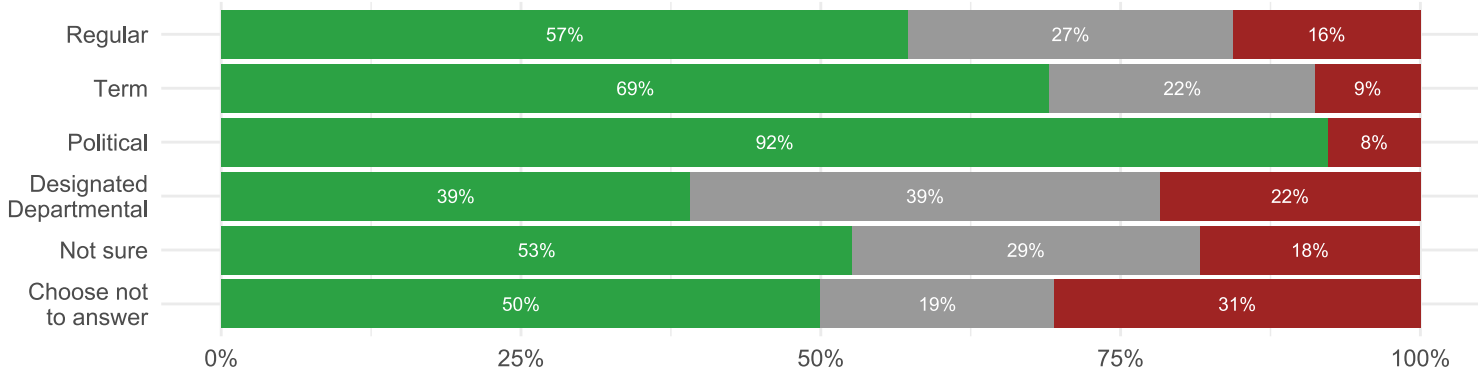
Remote Work Days



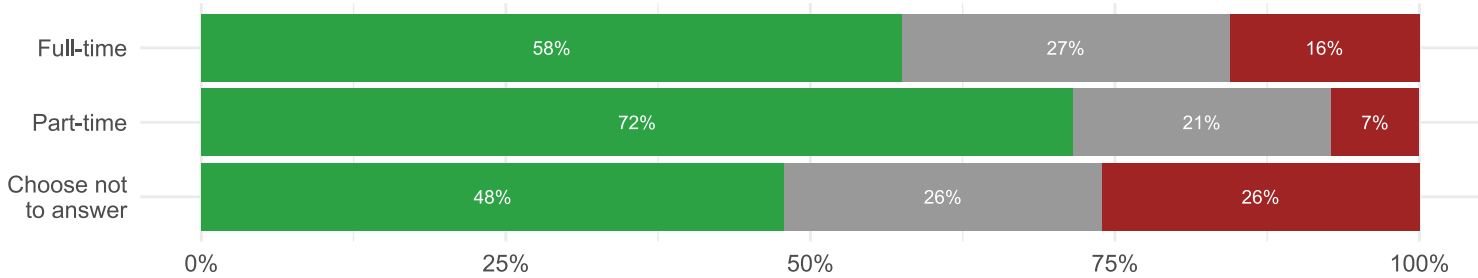
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

Agree Neutral Disagree

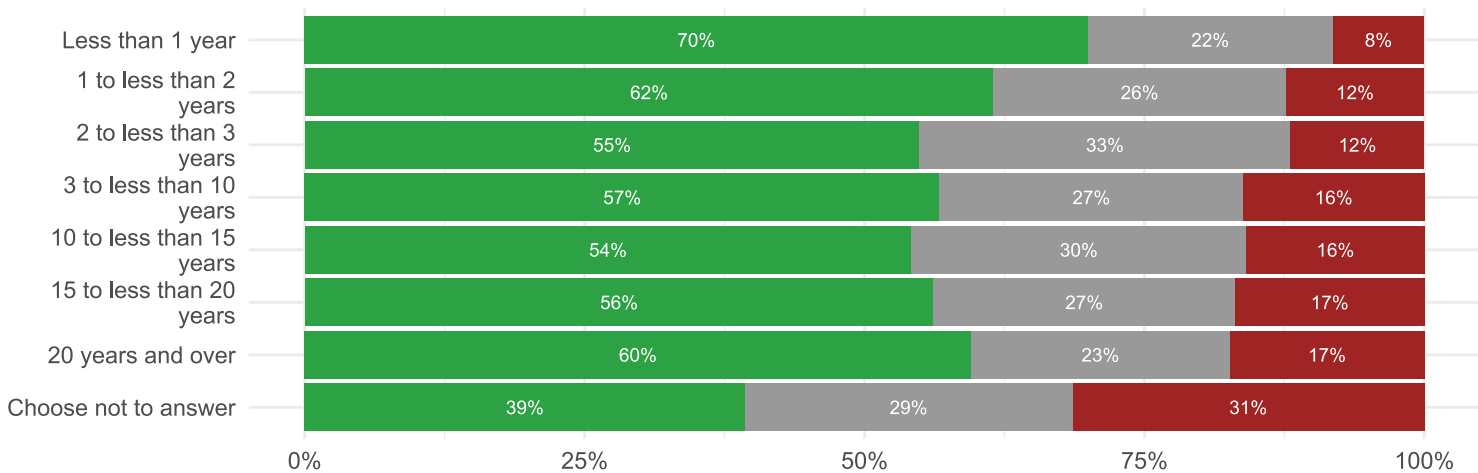
Employee Category



Schedule



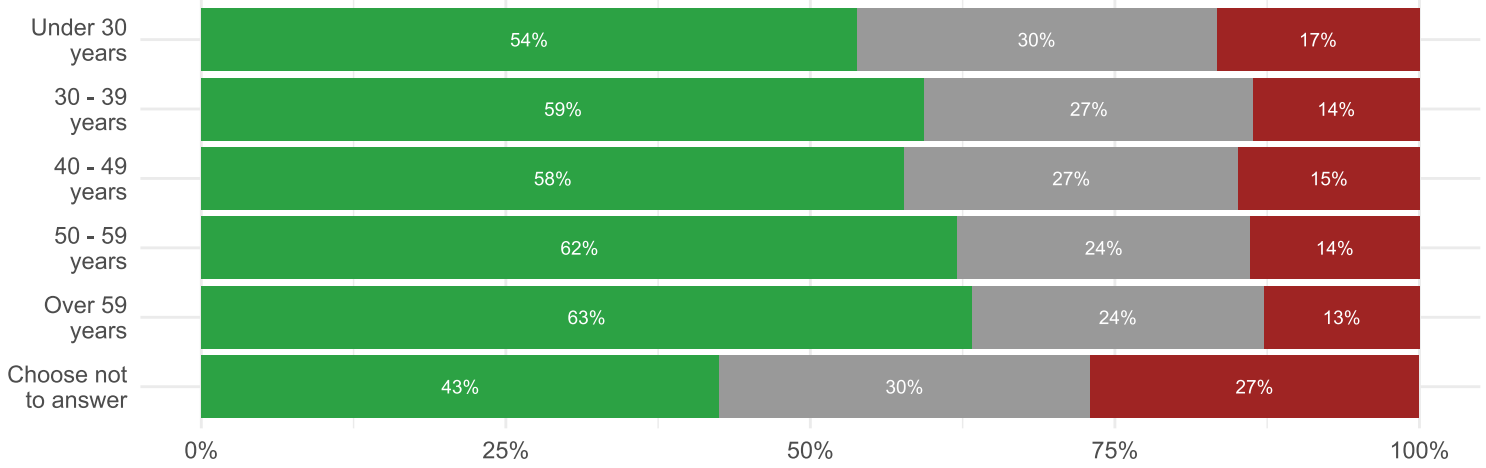
Years Worked



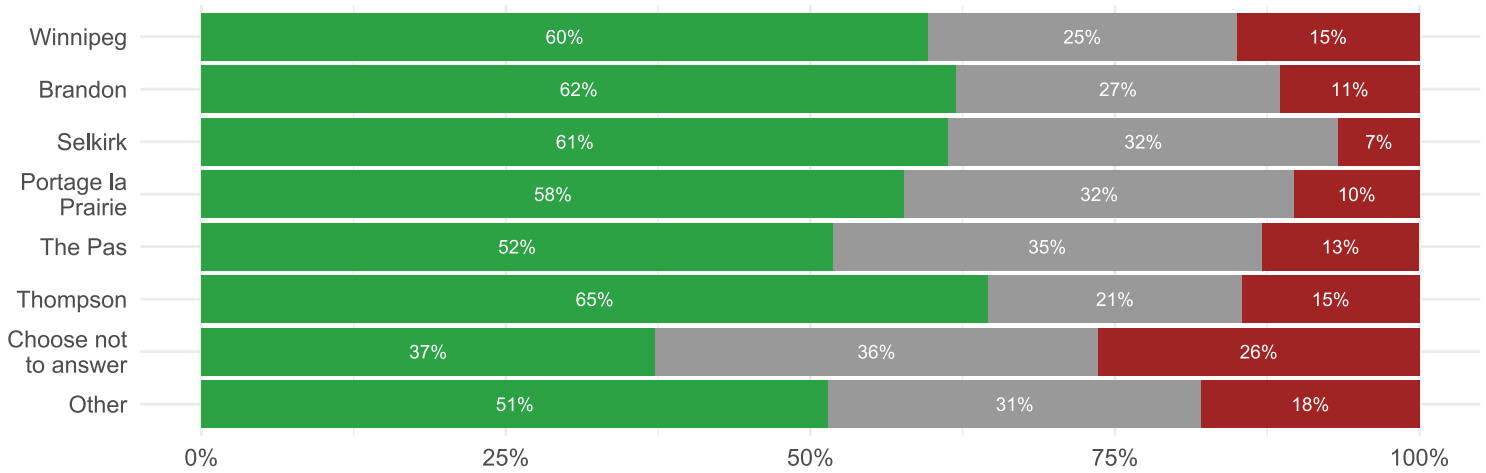
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

Agree Neutral Disagree

Age Group



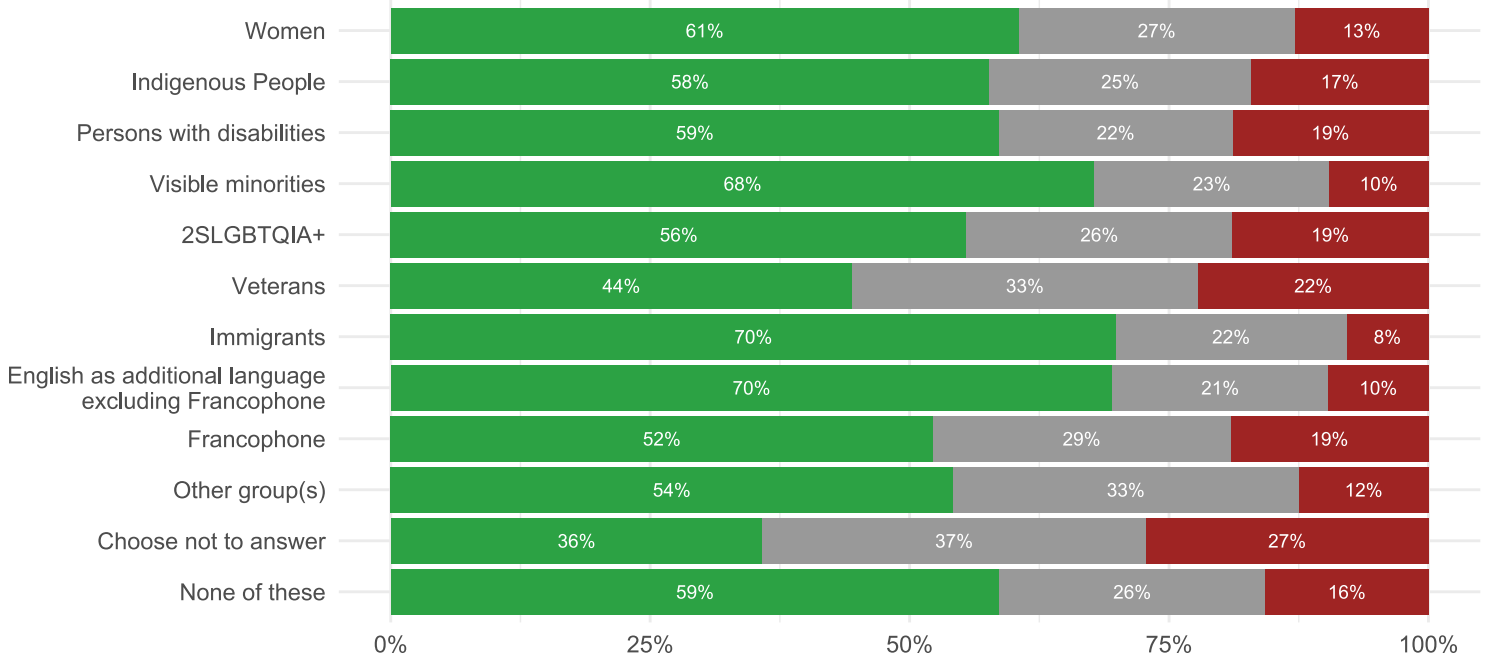
Location



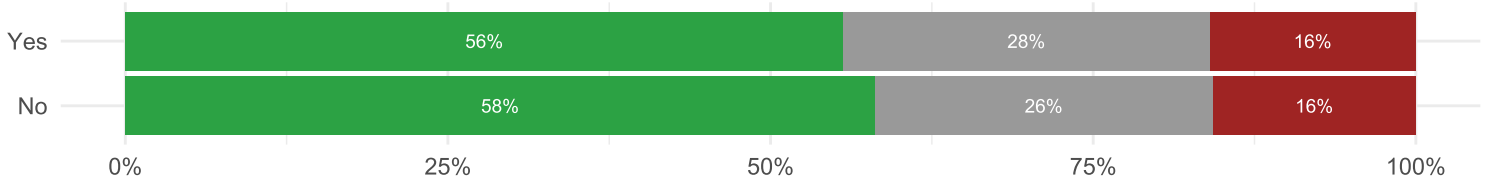
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

Agree Neutral Disagree

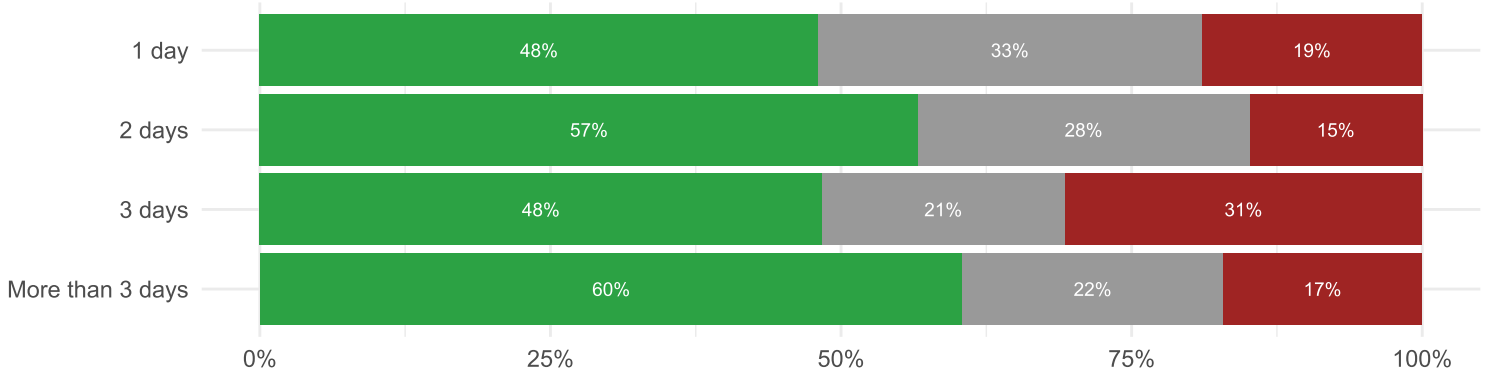
Diversity Group



Remote Work



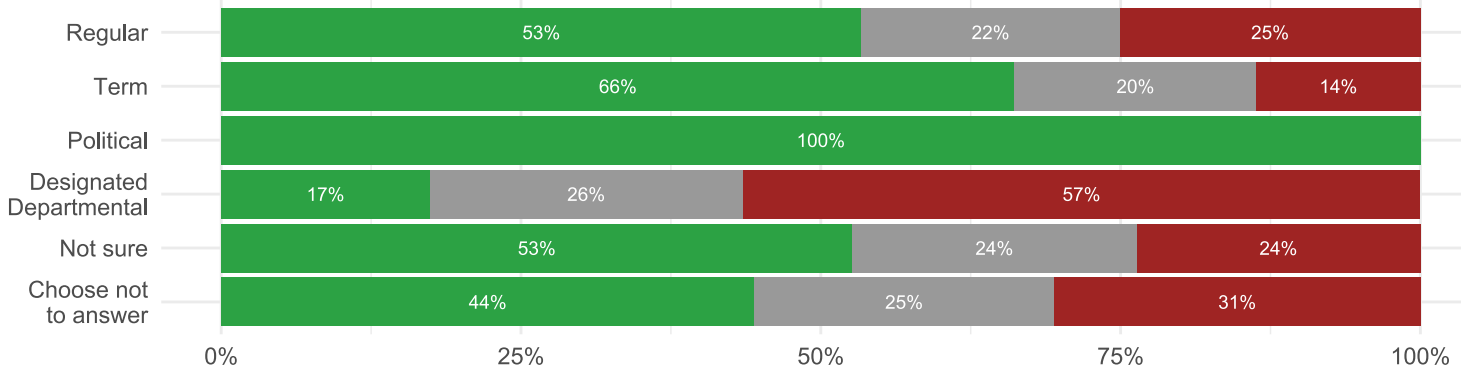
Remote Work Days



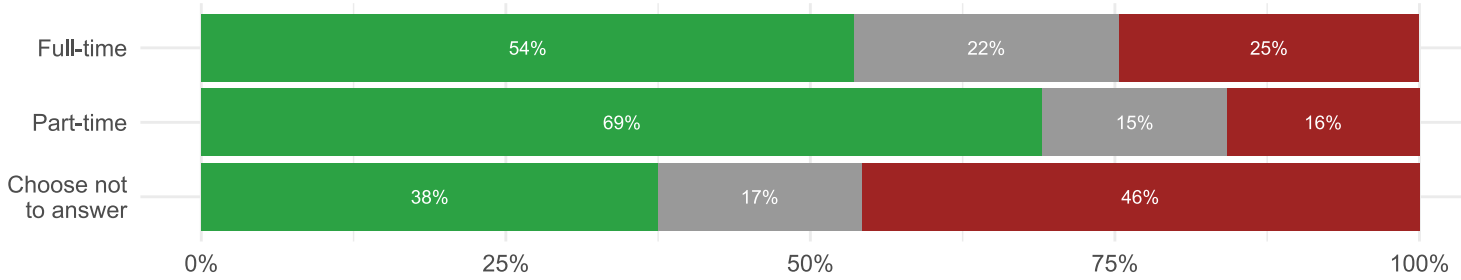
Overall, I feel valued as a Manitoba government employee.

Agree Neutral Disagree

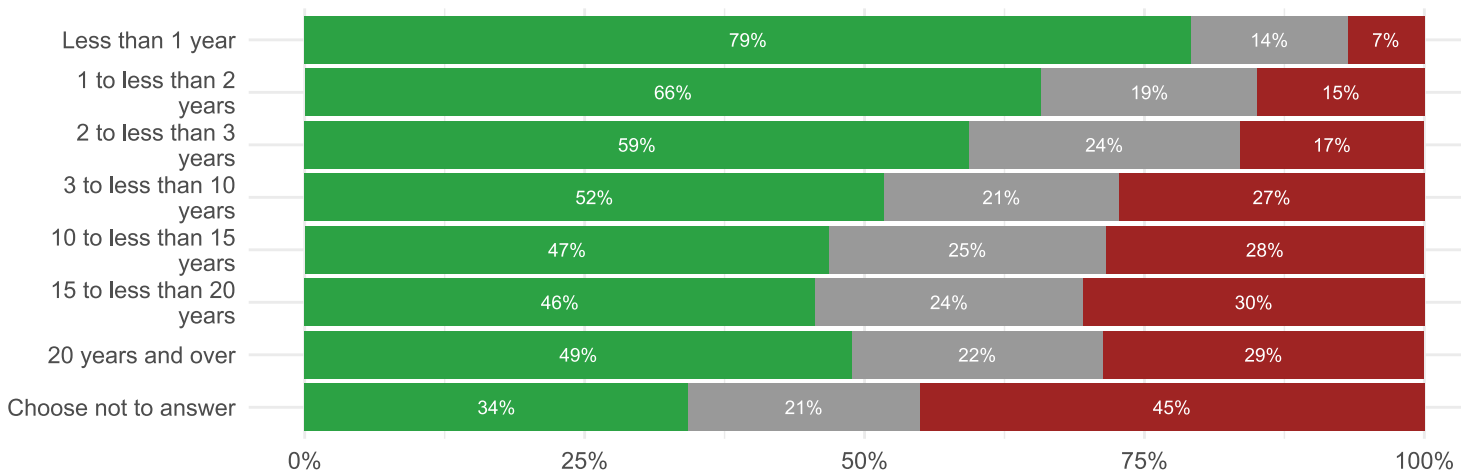
Employee Category



Schedule



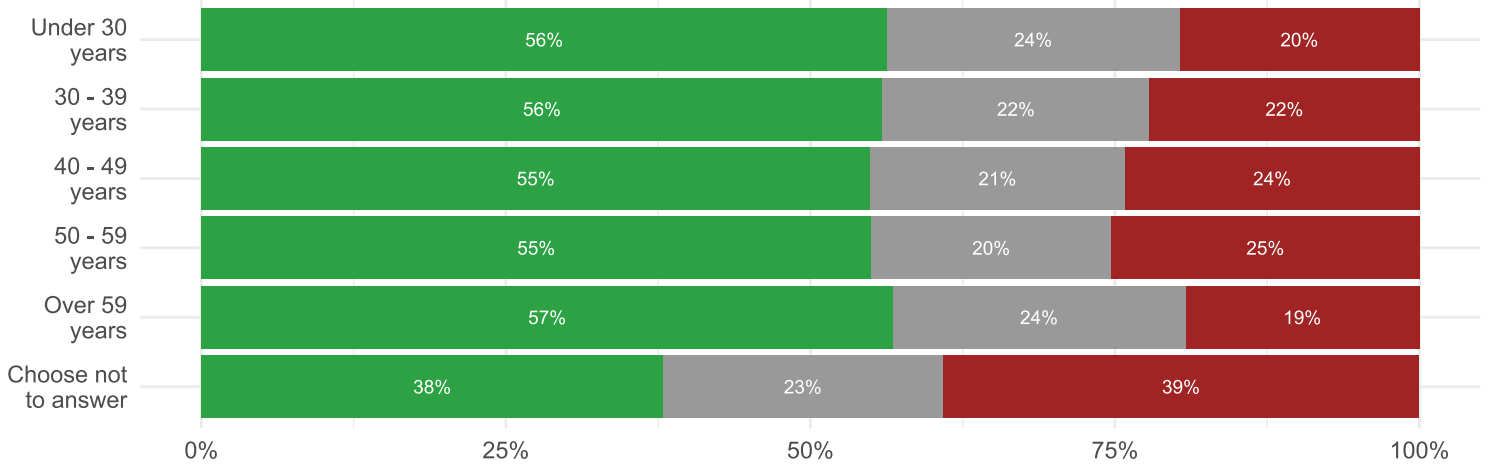
Years Worked



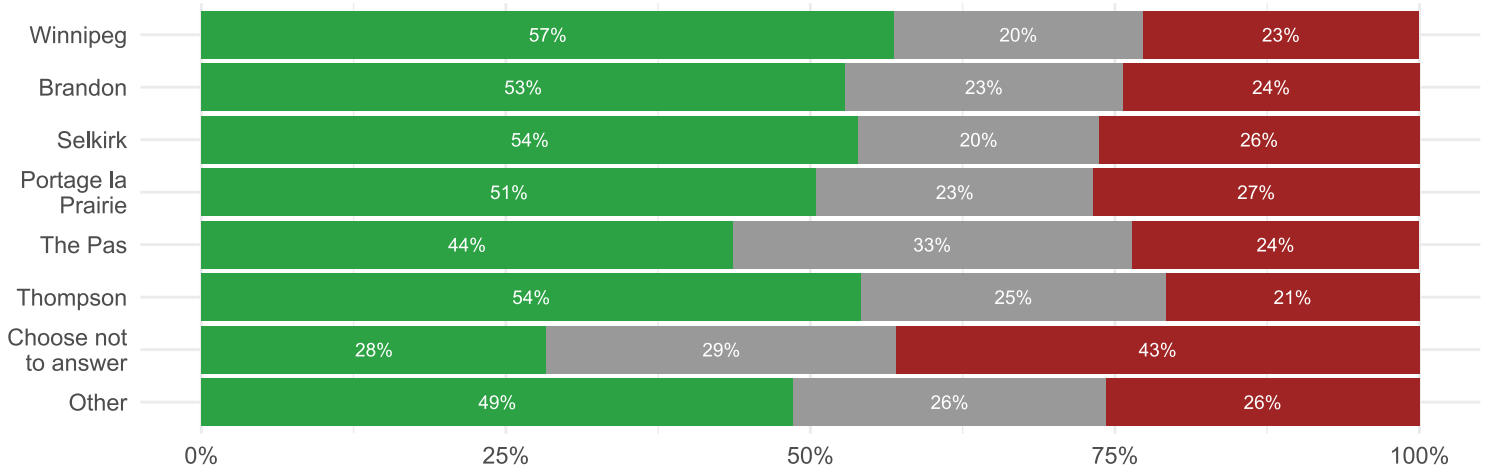
Overall, I feel valued as a Manitoba government employee.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



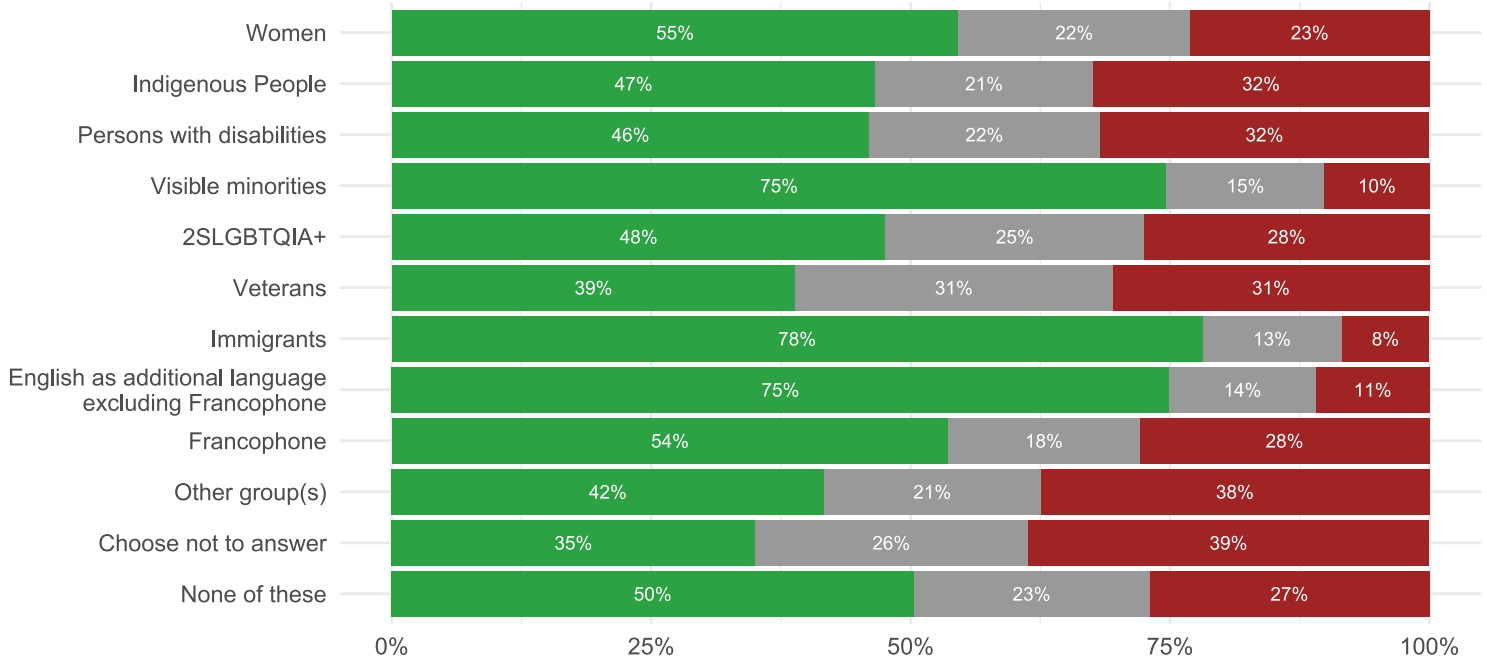
Location



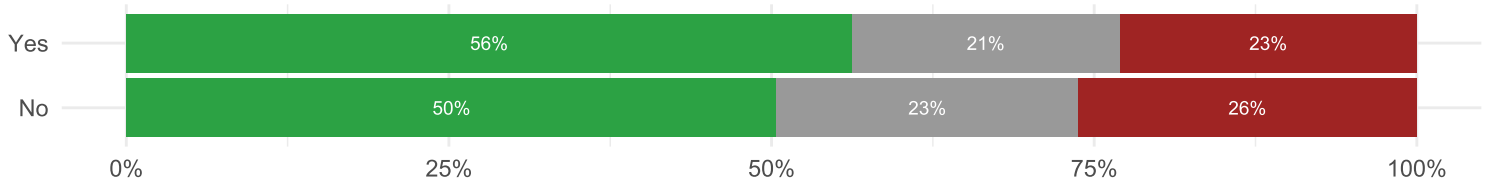
Overall, I feel valued as a Manitoba government employee.

Agree Neutral Disagree

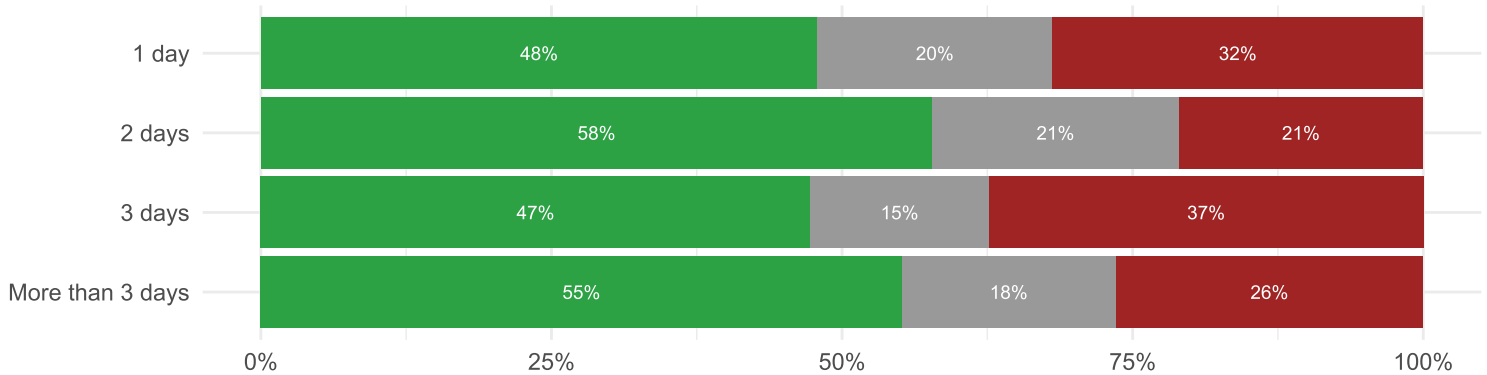
Diversity Group



Remote Work



Remote Work Days

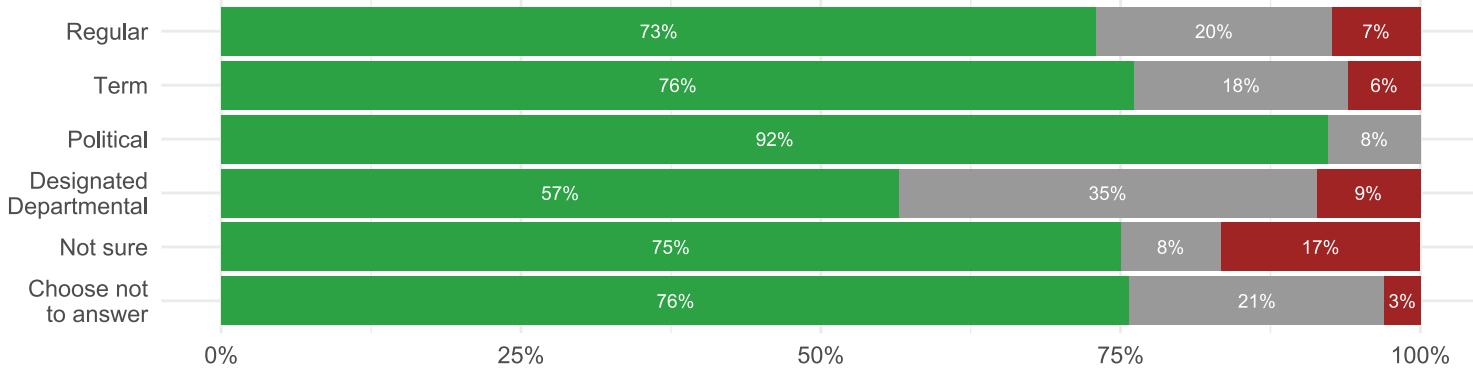


Other

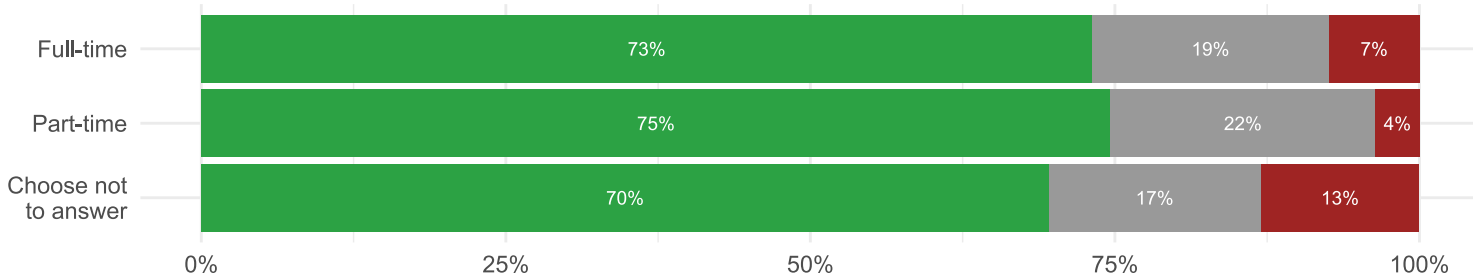
I have applied innovation in how I approach my work.

Agree Neutral Disagree

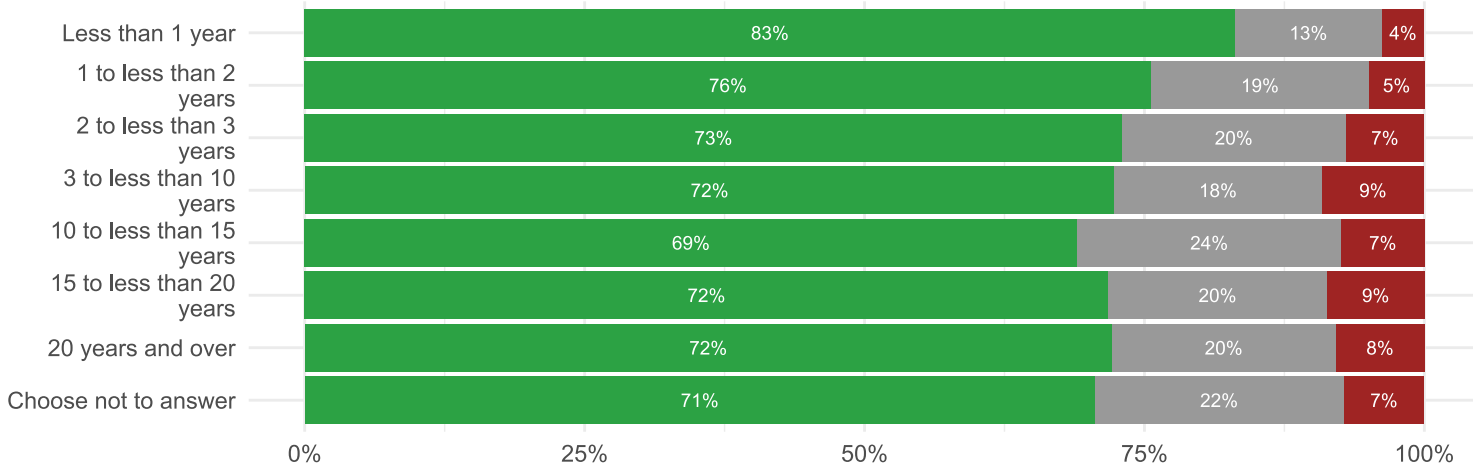
Employee Category



Schedule



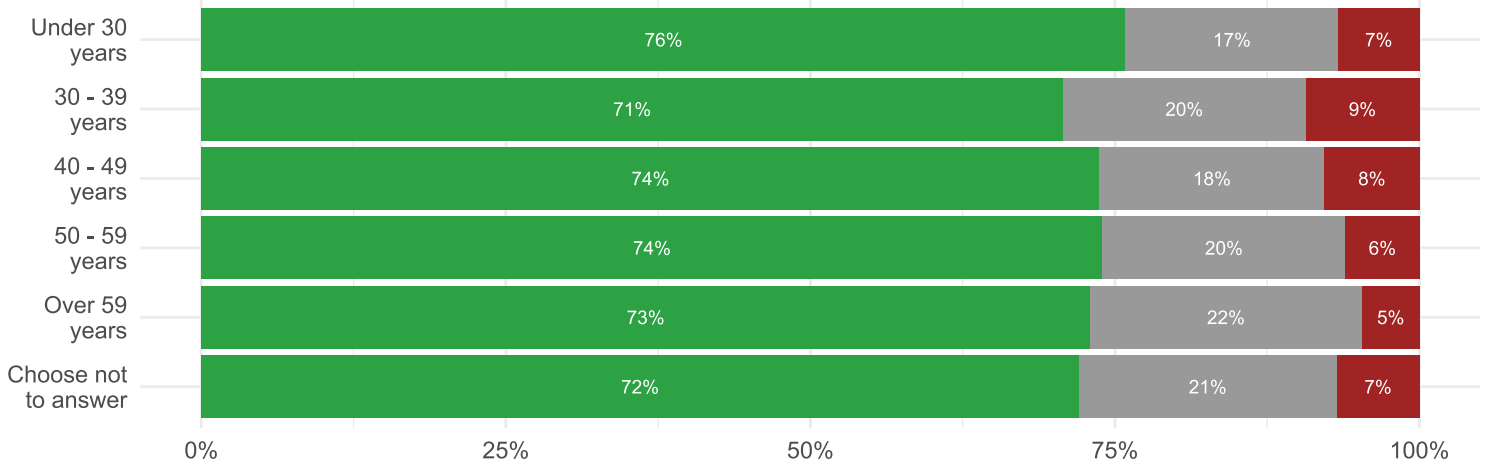
Years Worked



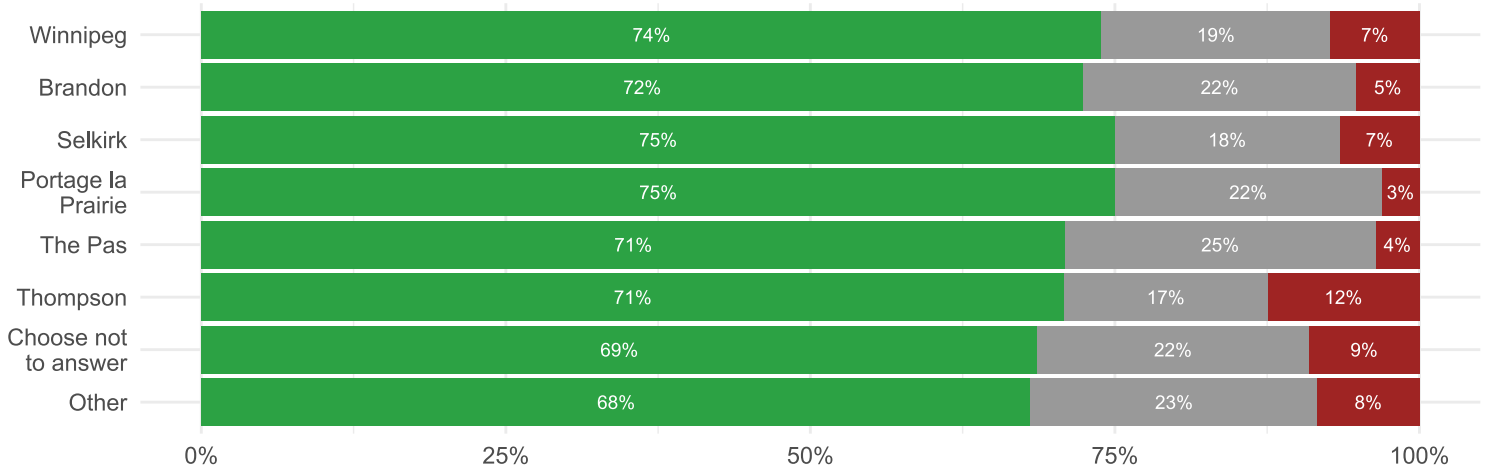
I have applied innovation in how I approach my work.

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Age Group



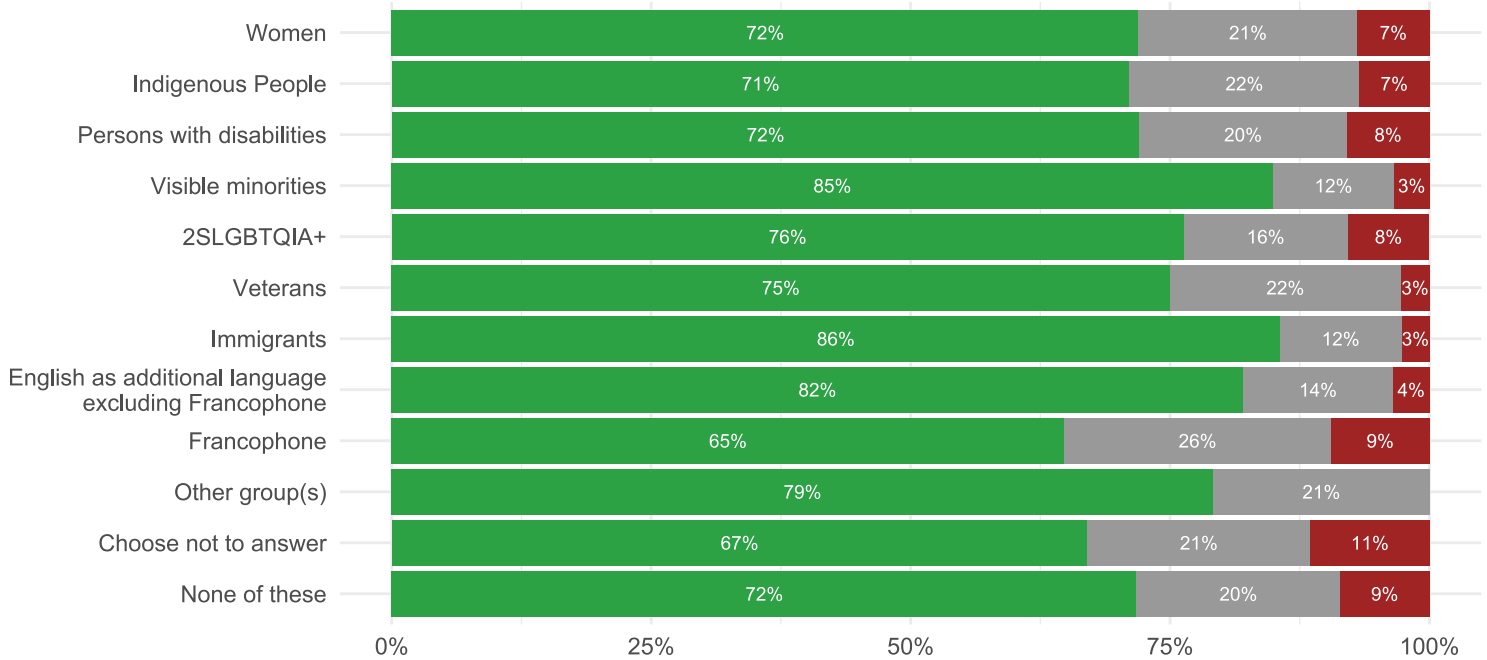
Location



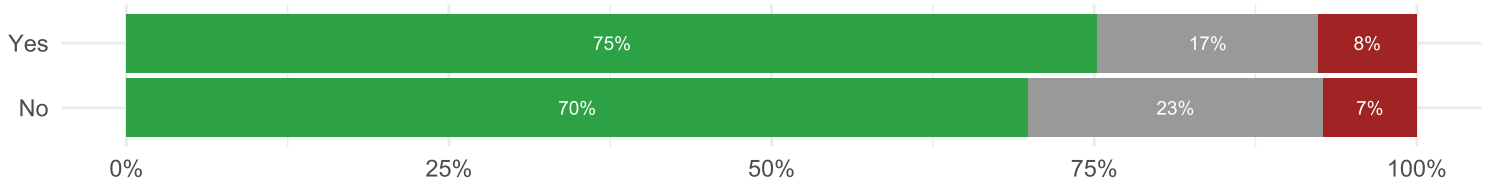
I have applied innovation in how I approach my work.

■ Agree
 ■ Neutral
 ■ Disagree

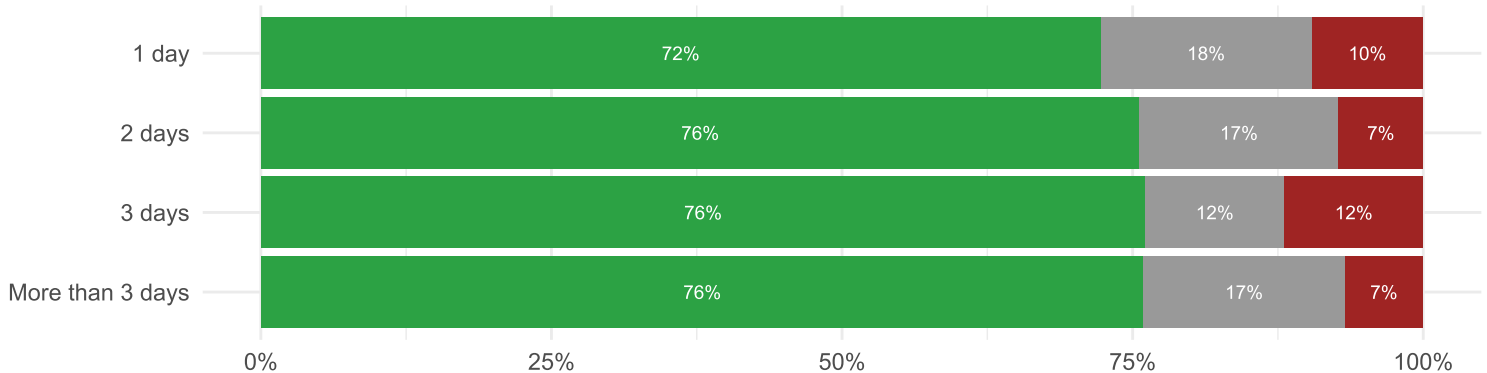
Diversity Group



Remote Work



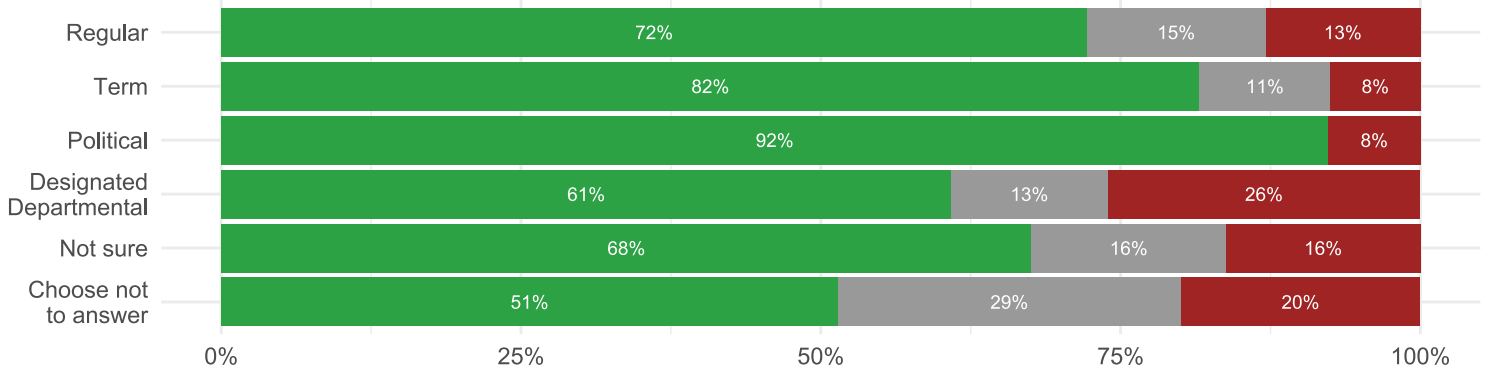
Remote Work Days



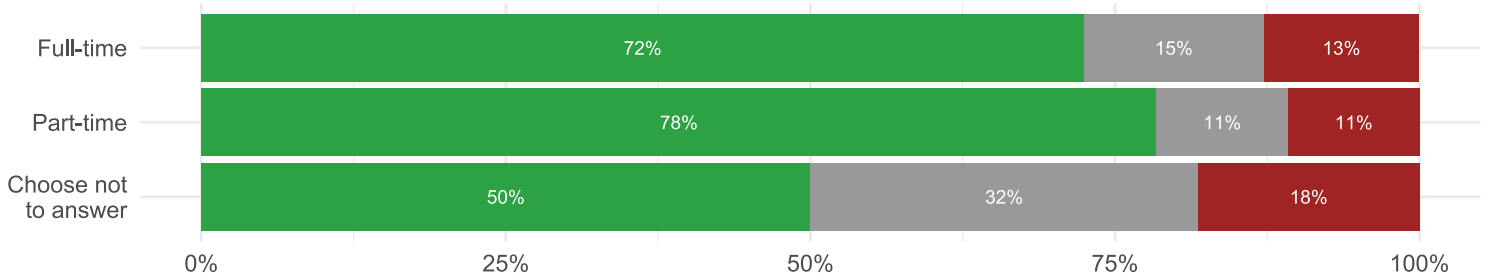
I feel included at my workplace.

Agree Neutral Disagree

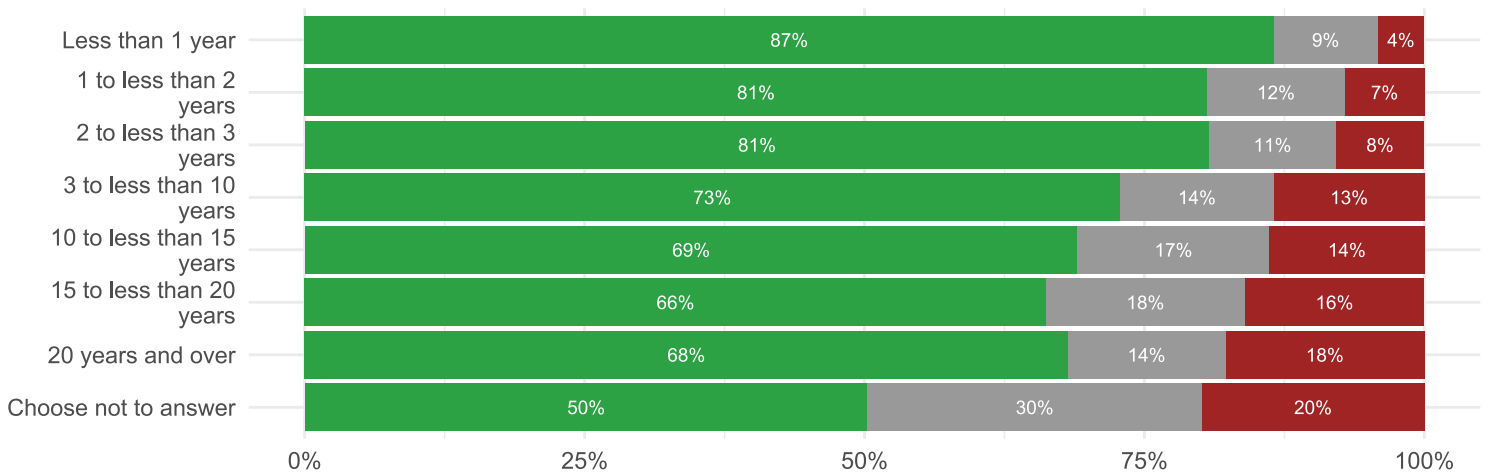
Employee Category



Schedule



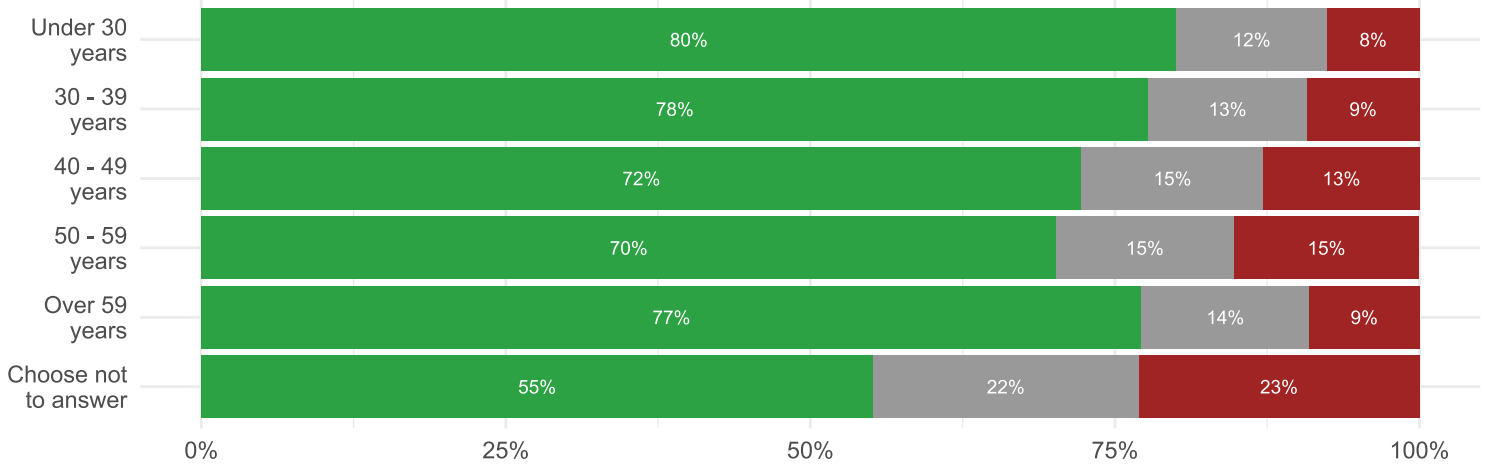
Years Worked



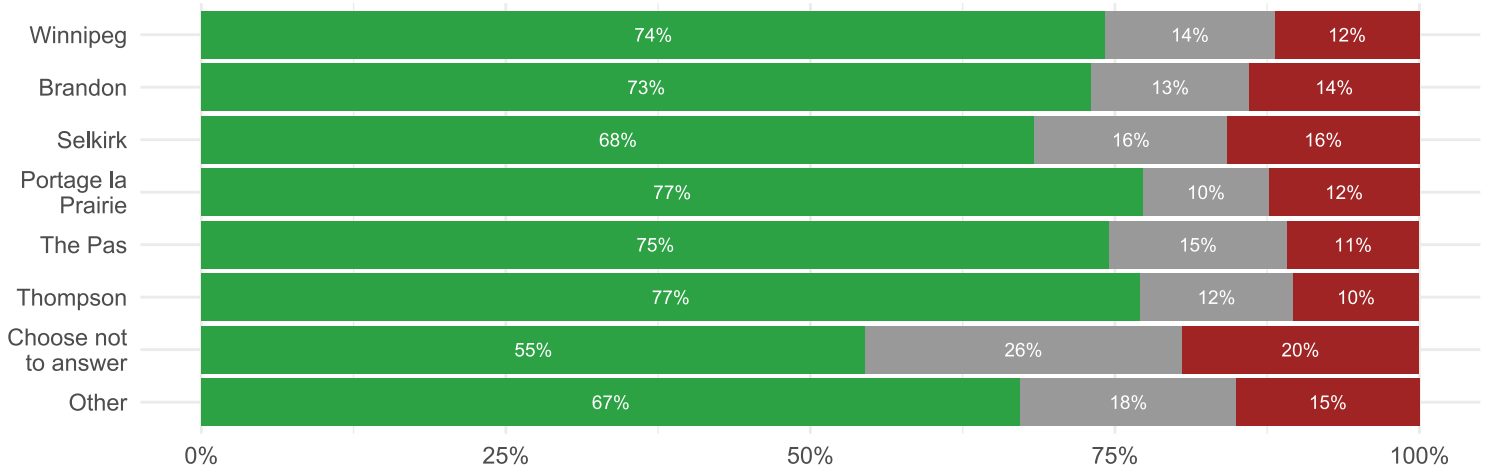
I feel included at my workplace.

■ Agree
 ■ Neutral
 ■ Disagree

Age Group



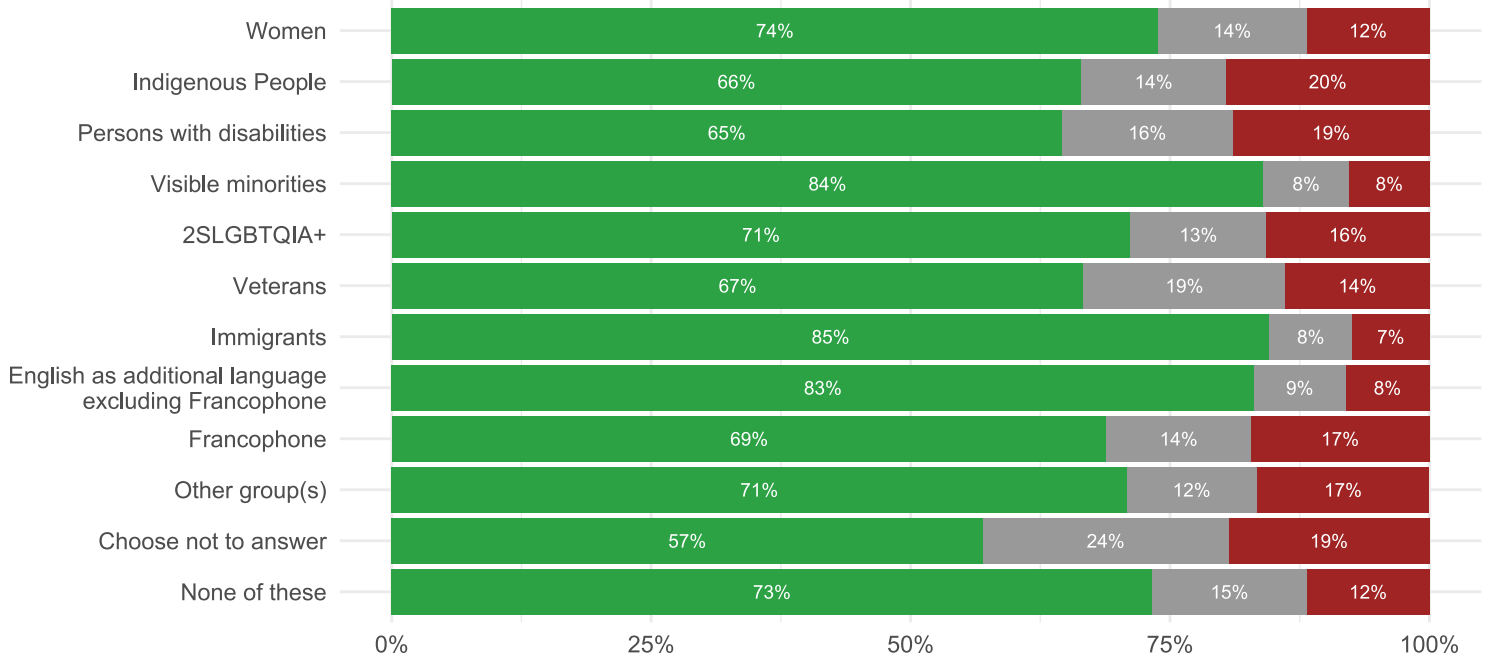
Location



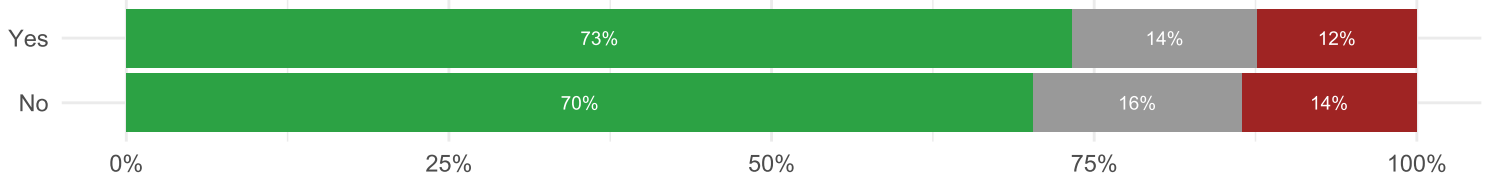
I feel included at my workplace.

Agree Neutral Disagree

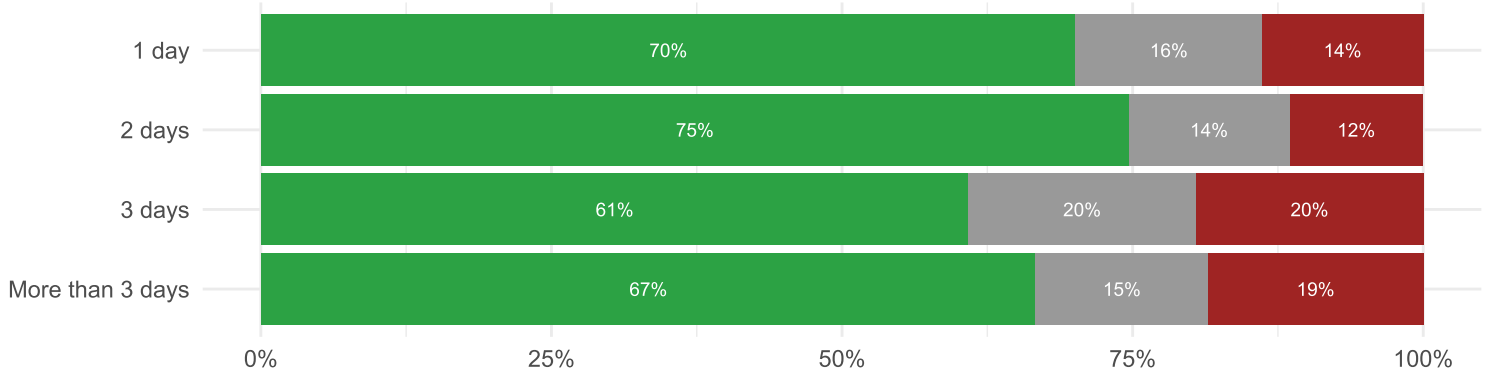
Diversity Group



Remote Work



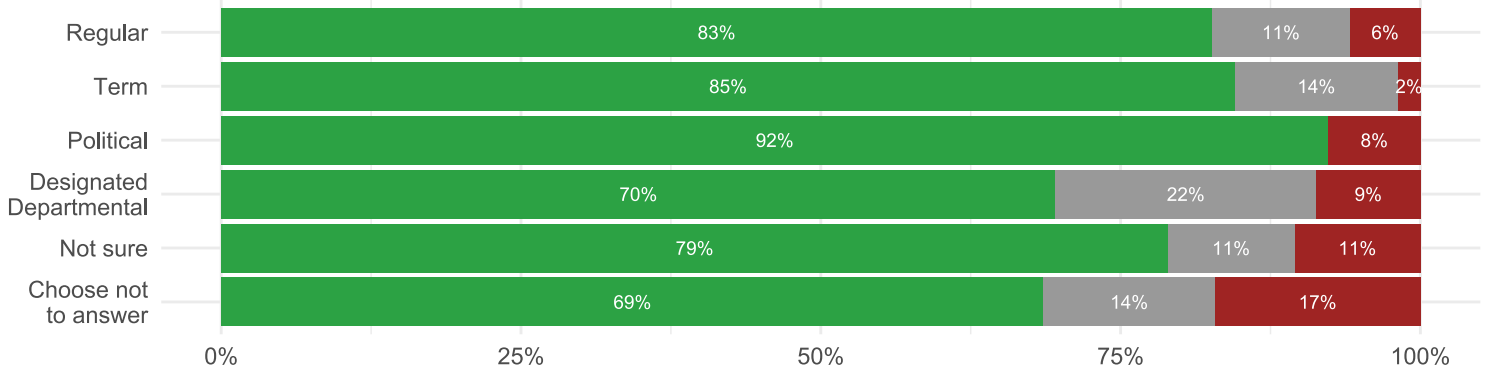
Remote Work Days



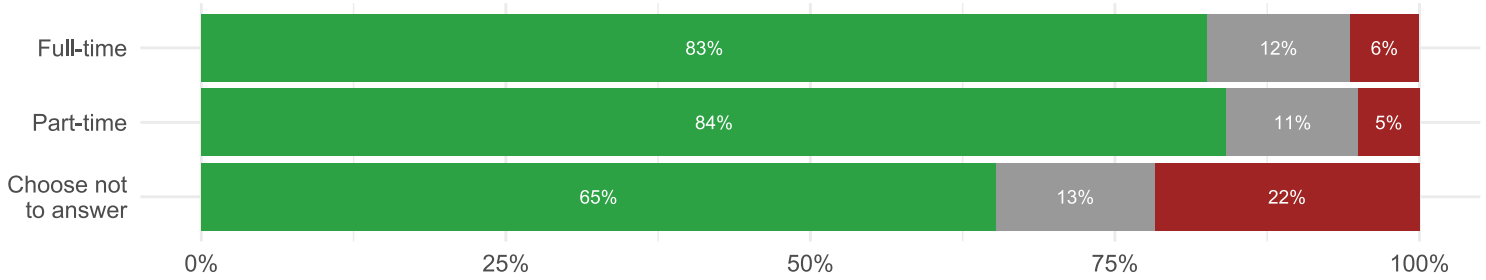
The Manitoba government provides access to respectful workplace resources and supports.

Agree Neutral Disagree

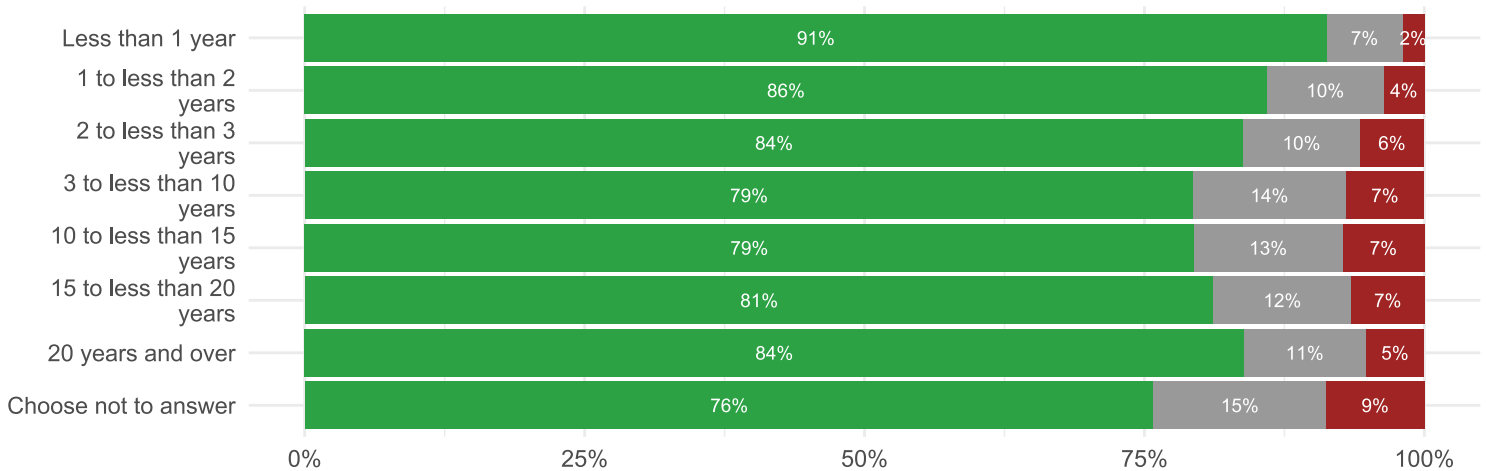
Employee Category



Schedule



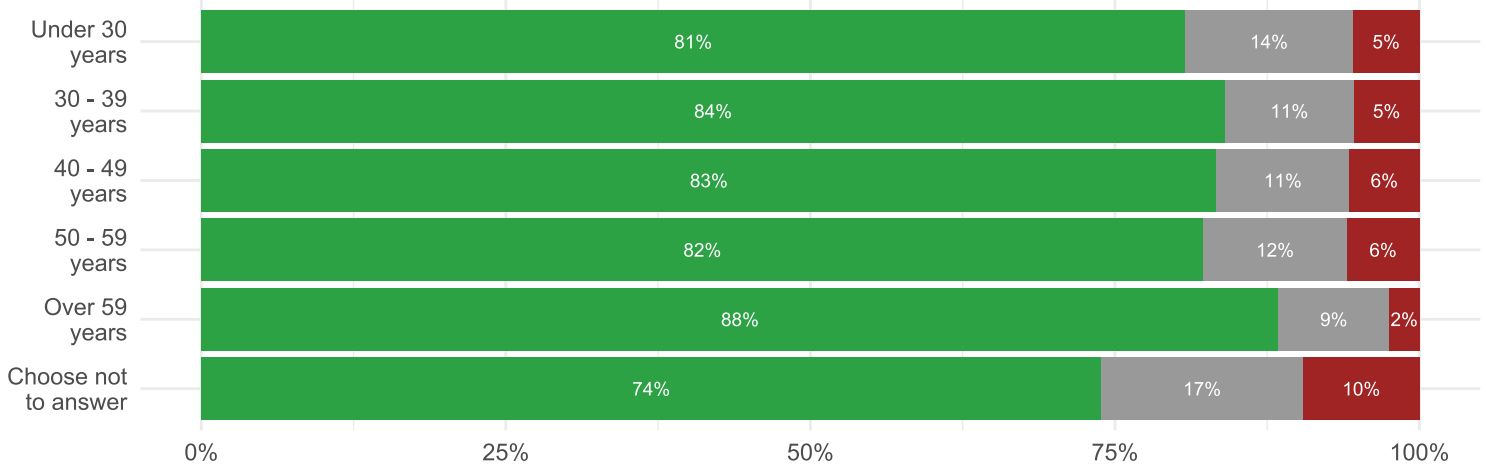
Years Worked



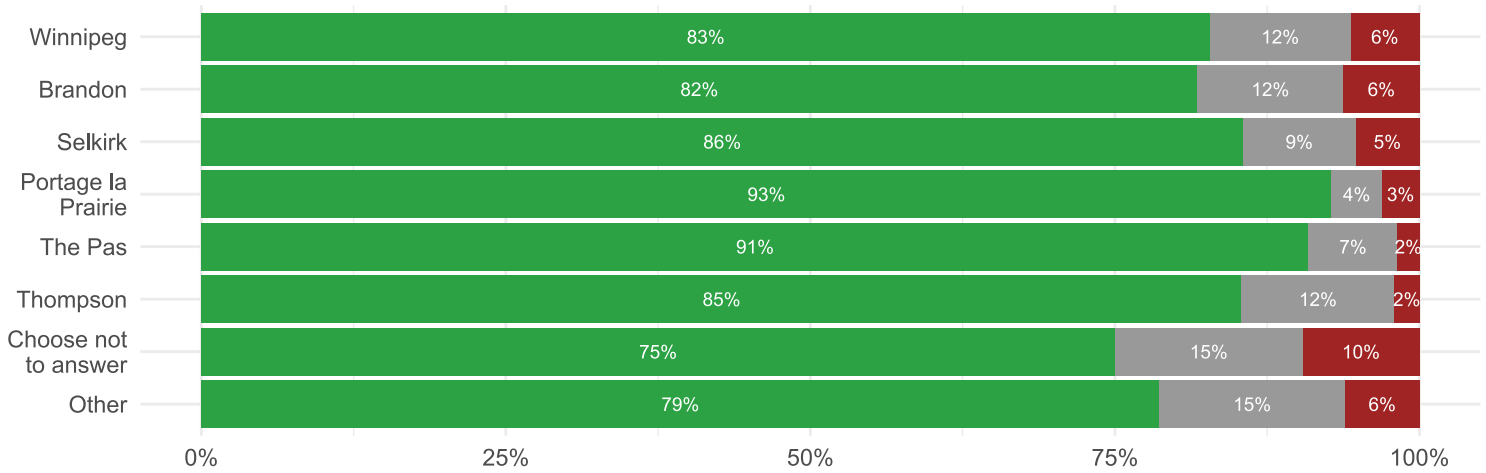
The Manitoba government provides access to respectful workplace resources and supports.

Agree Neutral Disagree

Age Group



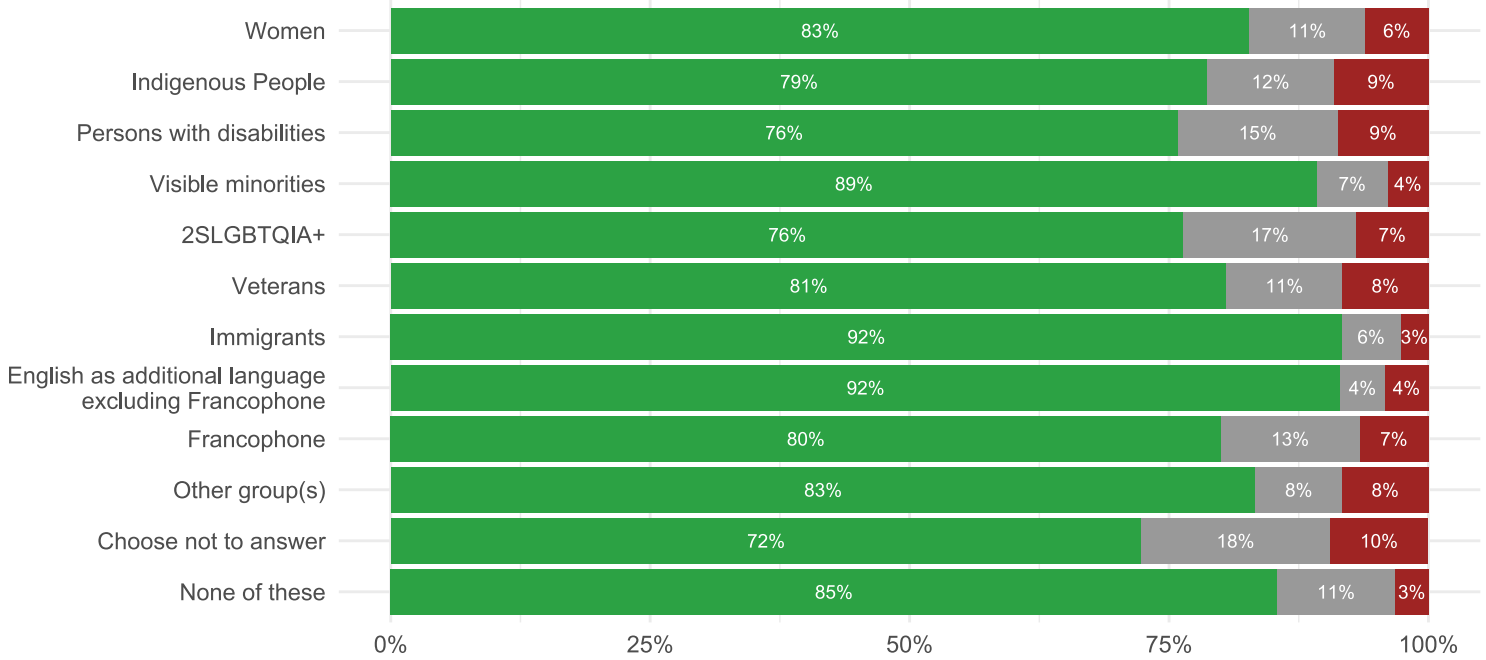
Location



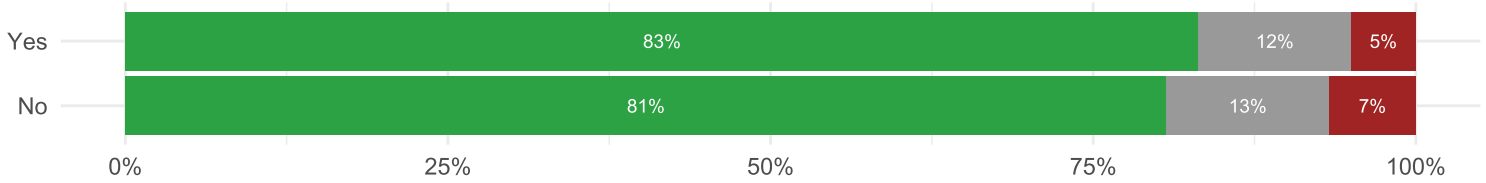
The Manitoba government provides access to respectful workplace resources and supports.

Agree Neutral Disagree

Diversity Group



Remote Work



Remote Work Days

