

How's Work Going?

Nova Scotia Government Survey Results 2019

Fisheries and Aquaculture



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How's Work Going? Report
Nova Scotia Public Service Commission
November 2019

At a Glance

From September 17th to October 15th, 67% of Nova Scotia Government employees completed the 2019 How's Work Going survey and provided feedback about their work experience. 84% of Fisheries and Aquaculture employees completed the survey.

The 2019 Engagement Index for the Fisheries and Aquaculture Department is 64. The table below provides employee responses to the seven questions used to calculate the engagement index with a comparison to 2017 and the Nova Scotia Government overall results.

	2019	2017	+/-	Nova Scotia
Overall Engagement Indexⁱ	64	68	-4	62
1 I am inspired to give my very best	70	85	-15	72
2 I am satisfied with my department	64	58	6	55
3 Overall, I am satisfied with my work as a Government of Nova Scotia employee	72	73	-1	68
4 Overall, I feel valued as a Government of Nova Scotia employee	58	62	-4	55
5 I am proud to tell people I work for the Government of Nova Scotia	63	73	-10	62
6 I would recommend the Government of Nova Scotia as a great place to work	63	65	-2	61
7 I would prefer to stay with the Government of Nova Scotia, even if offered a similar job elsewhere	58	60	-2	64

An engagement index of 60 or above indicates an engaged workforce.

Departmental Action

Leaders receive employee survey results and are encouraged to develop action plans to improve the work environment in their departments and to communicate action plans to their employees.

	2019	2017	+/-	Nova Scotia
My department takes meaningful action to improve my work environment	51			46

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Introduction

The Public Service Commission, on behalf of the Nova Scotia Government, conducts the bi-annual How's Work Going survey. The survey gathers feedback on the employee work experience, measures employee engagement and monitors change over time.

The How's Work Going survey program provides leadership with important information that has enabled the organization to better understand the work environment, start conversations and test and implement programs and strategies, based on the feedback received from employees.

The How's Work Going survey program is developed based on the Nova Scotia Engagement Model. The model measures key elements in the work environment as well as the factors that influence or drive engagement, having a significant impact on an employee's work experience. The Nova Scotia model is based on the Canadian Interjurisdictional Engagement Model.

The Nova Scotia Engagement Model is graphically represented on the following page by a 'Lighthouse'.

Lighthouse

The Lighthouse represents the Model's three main characteristics.

Lens - The engagement index is located at the top of the Lighthouse.

Structure - Key elements of employee engagement as measured. These elements are captured under the themes of Job, Well-Being and Opportunities.

Foundation - Leadership is the foundation on which the model is built.

Reading the Report

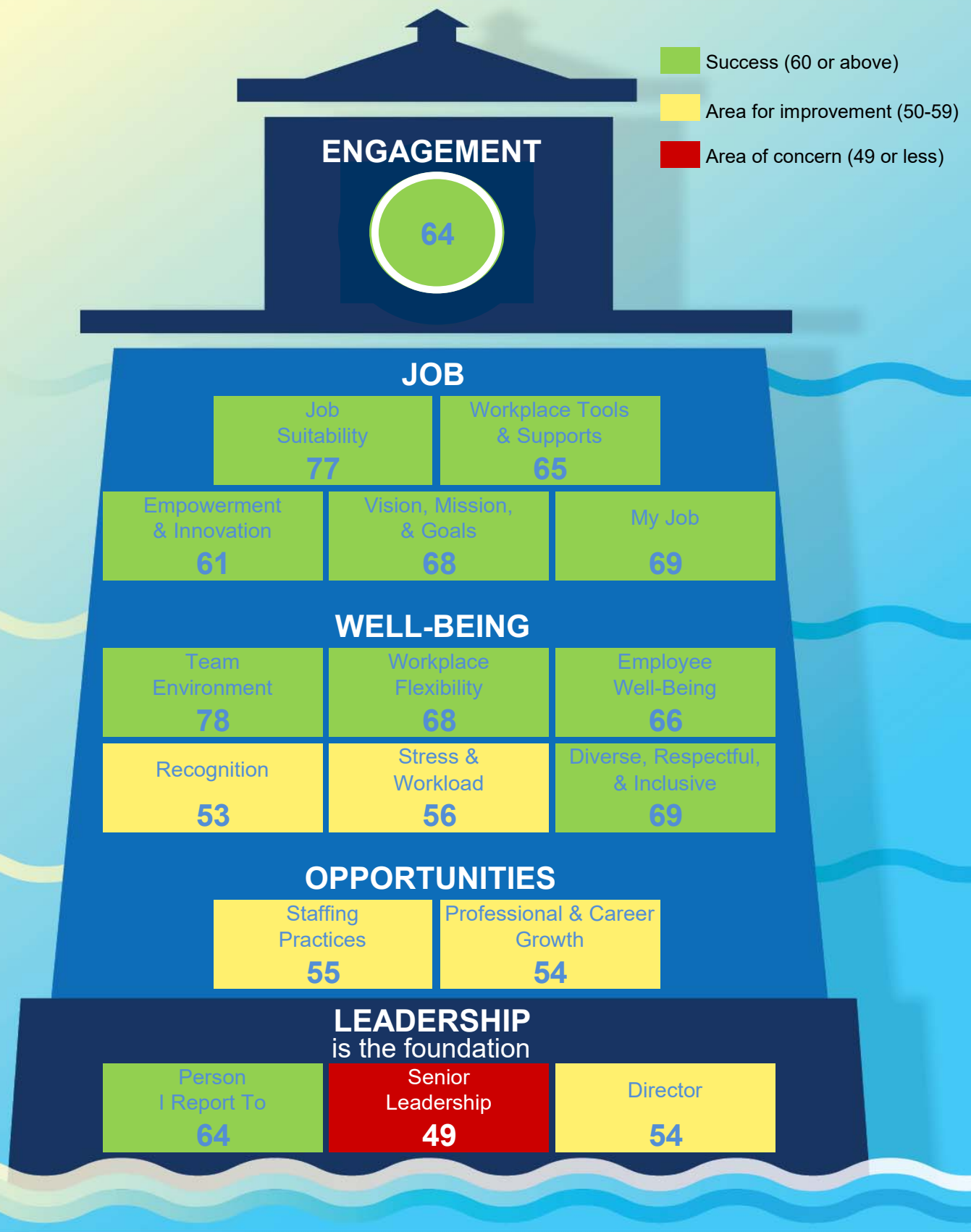
The Lighthouse graphic presents category scores based on the questions in the 2019 How's Work Going survey. The categories are color coded to indicate overall satisfaction.

A priority matrix maps the categories from the lighthouse with the impact they have on an employee's engagement. The priority matrix allows users to graphically pinpoint priority areas for focus as well as areas of success.

To further understand success or focus areas, please refer to the remaining report pages for specific survey questions and responses.

Please note: A visually accessible version of the results as well as an overall comparison to the 2017 results follows.

Results 2019



Comparison 2017 & 2019

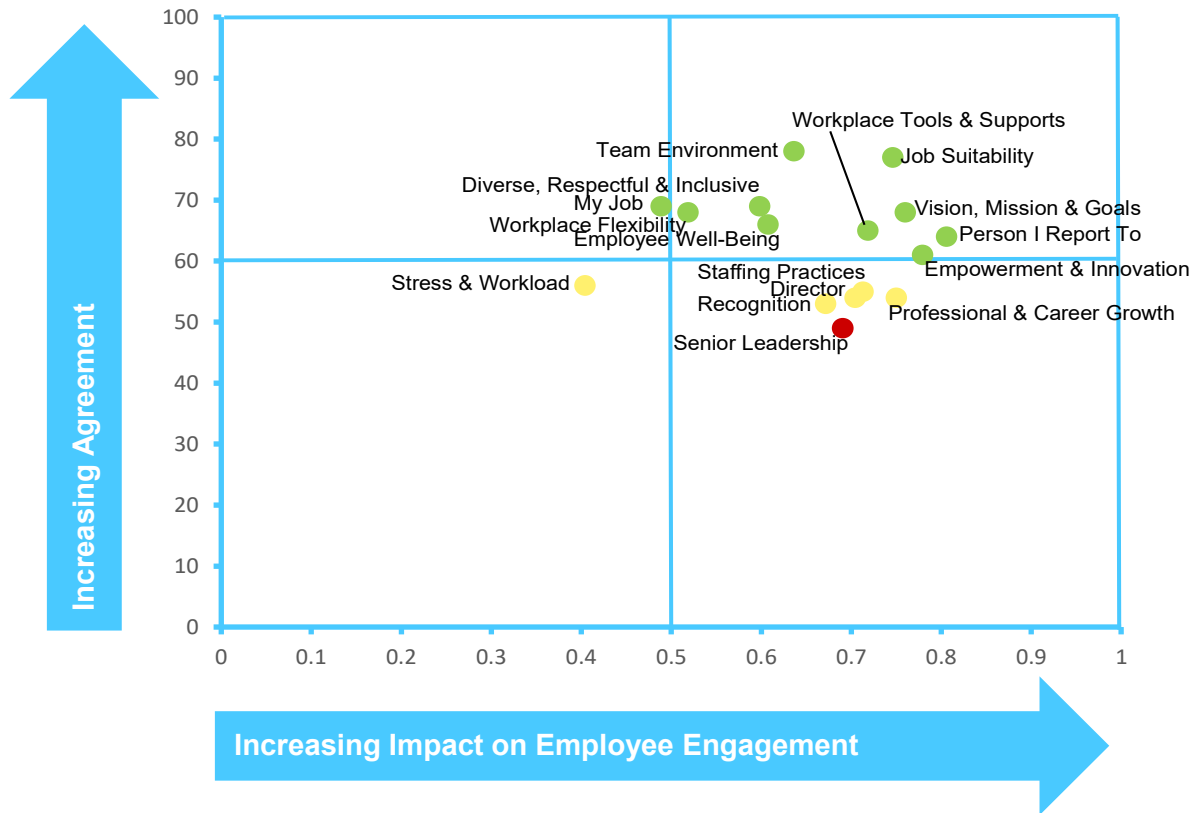
	2019	2017
ENGAGEMENT	64	68
JOB		
Job Suitability	77	73
Workplace Tools & Supports	65	62
Empowerment & Innovation	61	57
Vision, Mission & Goals ⁱⁱ	68	56
My Job	69	59
WELL-BEING		
Team Environment	78	67
Workplace Flexibility	68	67
Employee Well-Being ⁱⁱ	66	67
Recognition	53	55
Stress & Workload	56	51
Diverse, Respectful, & Inclusive	69	60
OPPORTUNITIES		
Staffing Practices	55	36
Professional & Career Growth	54	56
LEADERSHIP		
Person I Report To ⁱⁱ	64	70
Senior Leadership	49	43
Director	54	

Success
60 or above

Area for improvement
50-59

Area of concern
49 or less

Priority Matrix



Highlights

Top 3 Success Areas

1. Person I Report To
2. Empowerment & Innovation
3. Vision, Mission & Goals

Employees feel more positive when they think about...

The person they report to treating them with respect

Knowing how their work contributes to the achievement of their department's goals

Trusting the person they report to

Top 3 Focus Areas

1. Professional & Career Growth
2. Staffing Practices
3. Director

Employees feel less positive when they think about...

Their department supporting innovative ways of career development (e.g. special projects, cross-departmental opportunities)

Having opportunities for career growth within the Government of Nova Scotia

Essential information flowing effectively from their director to staff

Detailed Results

The following pages list the questions in each category found in the lighthouse and priority matrix. The questions and categories are organized under the 4 main themes (Job, Well-being, Opportunities & Leadership). A comparison to the last survey year will be provided, where applicable. For department reports, an additional column will be added to the tables to include the overall government score for comparison.

Job

Area	Question	2019	2017	+/-	Nova Scotia
Job Suitability	My job is a good fit for my skills and interests	86	93	-7	84
	The work I do gives me a sense of accomplishment	74	66	8	74
	I am satisfied with my job	72	61	11	67
Workplace Tools & Supports	I have the technology I need to do my job well	70	81	-11	67
	I have the tools, equipment and resources I need to do my job well	70	63	7	61
	I have support at work to provide a high level of service	63	63	0	62
	My organization supports employees through change	55	40	15	52
Empowerment & Innovation	Innovation is valued in my work	57	59	-2	55
	I feel safe and supported by my organization to try new ideas	61	56	5	54
	I have opportunities to implement new ideas in my work	68	61	7	56
	I have opportunities to provide input into decisions that affect my work	65	68	-3	60
	Continuous improvement of processes/procedures is encouraged in my department	56	42	14	57
Vision, Mission & Goals	I know how my work contributes to the achievement of my department's goals	75	72	3	70
	The vision, mission and goals of my organization are communicated well	60			56
My Job	I feel my job is secure	70	55	15	73
	I am paid fairly for the work I do	67	63	4	58

Well-Being

Area	Question	2019	2017	+/-	Nova Scotia
Team Environment	I have positive working relationships with my co-workers	91	78	13	88
	Communication is encouraged between my work unit and other work units we work with	65	55	10	64
Workplace Flexibility	My immediate supervisor supports the use of flexible work arrangements, if operationally possible	60	66	-6	79
	I have support to balance my work and personal life	75	68	7	73
Employee Well-being	I would describe my workplace as healthy, safe and supportive of my emotional well-being	60	60	0	59
	I would describe my workplace as healthy, safe and supportive of my physical well-being	72	73	-1	67
	I feel supported in my workplace when dealing with personal or family issues	73			75
	In my workplace, there is a good understanding of the importance of employee mental health	60			60
	My work tends to leave me feeling mentally drained or exhausted ⁱⁱⁱ	35			45
Recognition	I receive meaningful recognition for work well done	53	55	-2	55
Stress & Workload	The amount of stress I experience at work is reasonable	53	58	-5	55
	My workload is reasonable	58	43	15	56
Diverse, Respectful & Inclusive	I am treated respectfully at work	75	68	7	77
	In the past 12 months, my work experience has been affected by discrimination and/or harassment in the workplace ⁱⁱⁱ	9	21	-12	11
	I have access to the resources and supports I need to address disrespectful behavior in the workplace	75	68	7	68
	My department implements meaningful activities and practices that support a diverse workplace	56	44	12	61

Opportunities

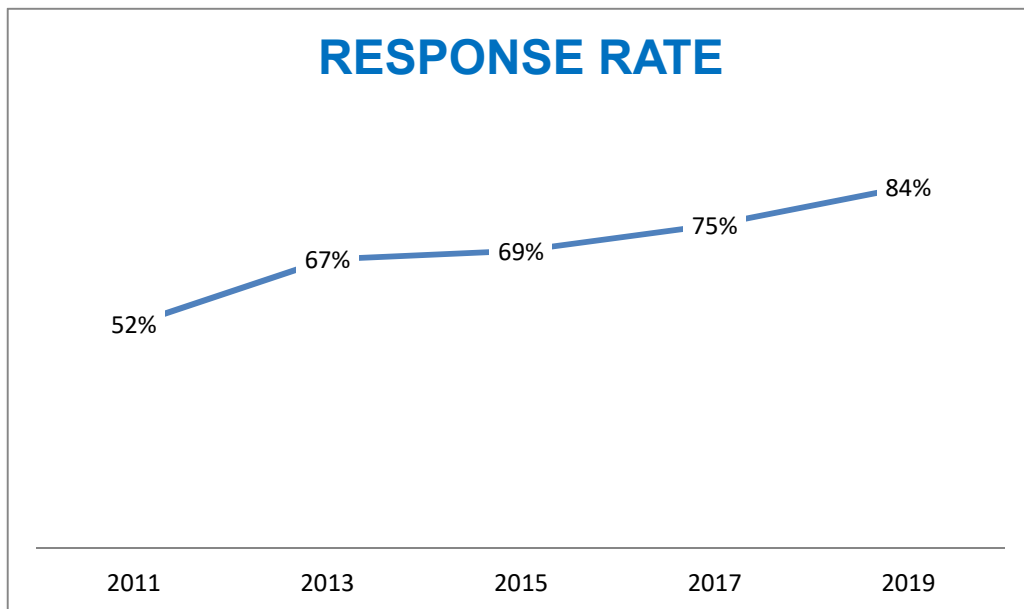
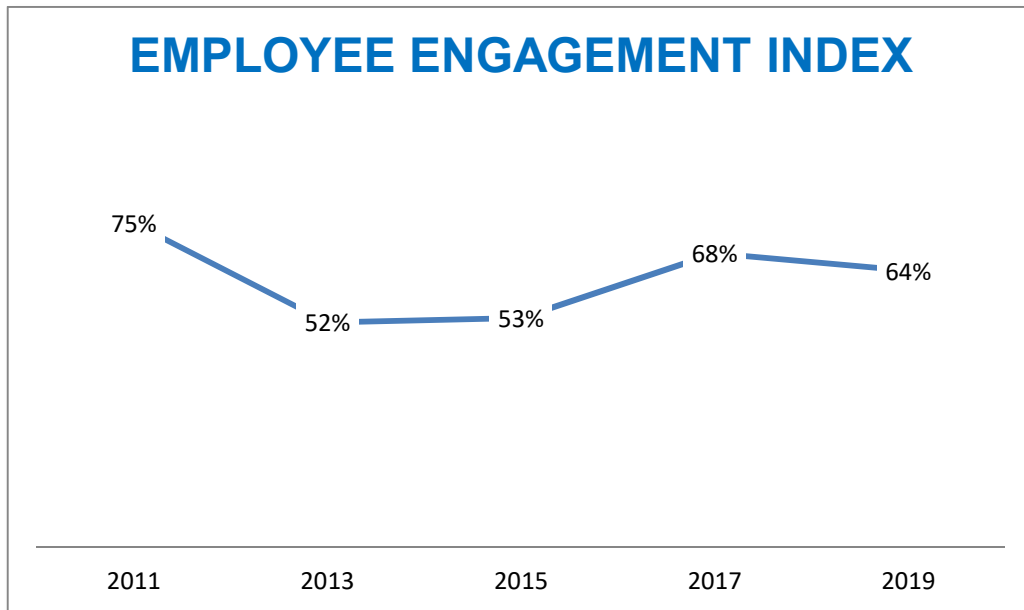
Area	Question	2019	2017	+/-	Nova Scotia
Professional & Career Growth	My organization supports my work-related learning & development	70	75	-5	68
	My department supports innovative ways of career development	46	46	0	48
	I have opportunities for career growth within the Government of Nova Scotia	47	48	-1	45
Staffing Practices	In my department, the selection of a person for a position is based on skills, knowledge and abilities	55	36	19	47

Leadership

Area	Question	2019	2017	+/-	Nova Scotia
Person I Report To	Keeps me informed of things that I need to know to do my job well	56	63	-7	70
	Consults me on decisions that affect my work	61	70	-9	68
	Provides clear expectations regarding my work	56	58	-2	67
	Provides useful feedback about my work performance	62	60	2	64
	Treats me with respect	84	88	-4	84
	Deals with conflict effectively	51			63
	I trust the person I report to	70	77	-7	72
	I am satisfied with the quality of supervision I receive	68	72	-4	70
Senior Leadership	Senior Leadership in my department provides clear direction	49	51	-2	47
	Senior Leadership in my department makes timely decisions	43	40	3	39
	Essential information flows effectively from senior leadership to staff	46	27	19	40
	I have confidence in the senior leadership of my department	58	55	3	51
Director	My director provides clear direction	56			56
	Essential information flows effectively from my director to staff	52			52

Appendix

Nova Scotia Public Service Trends



ⁱ In 2017, Nova Scotia updated its Engagement Model to include a 7th question. *Overall, I feel valued as a Government of Nova Scotia employee* has been included in the calculation of the Engagement Index. This update is consistent with the Canadian Interjurisdictional Engagement Model.

ⁱⁱ In 2019, this category score was comprised of different items than it was in 2017.

ⁱⁱⁱ This question is not included in the category average presented in the lighthouse.

Contact Us

The How's Work Going? survey is co-led by the HR Analytics and the Engagement & Innovation units of the Nova Scotia Public Service Commission.

For more information, please email HowsWorkGoing@novascotia.ca or call the Nova Scotia Public Service Commission at 902-424-7660 and ask to speak to someone regarding How's Work Going? employee survey.