

# MEMORANDUM

**TO:** All Nova Scotia Government Employees

**FROM:** Rosalind Penfound  
Commissioner

**DATE:** October 4, 2007

**RE:** **Corporate Response To 2007 Employee Survey Results**

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Four years after introducing the How's Work Going? employee survey, I feel safe in saying that we've hit our stride.

In 2004, we launched with a full-population survey, followed by two years of surveys with a representative sample of employees. Earlier in 2007, we again surveyed the full population of government employees. From now on, we will conduct full-population surveys every two years.

On behalf of the Deputies, I would like to extend my sincere appreciation for your ongoing participation in the survey. Without your input, we would not have a firm idea of how you feel about the workplace and what issues are important to you, so that we can affect change in a way that is meaningful to you.

This information to date has directed our work on many fronts, and we have been making steady progress.

Some examples of our work that was directly informed by the employee survey include: creating a five-year Corporate HR Plan; advancing healthy workplace, employee recognition, and diversity; introducing Disclosure of Wrongdoing policy and regulations; introducing leadership development programs; improving business plan communications; and reviewing various HR policies.

Whereas in 2004 when employees did not identify any clear strengths in the workplace (over 80% favourable scores), today, employees identify 17 such areas.

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The largest advances in employee opinions since 2004 are in these areas:

- More employees would prefer to stay with government even if offered a similar job elsewhere;
- More employees receive information about their department's business plan;
- More employees see action on the diversity front; and

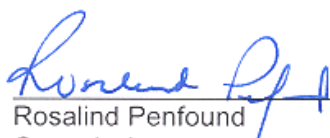
Our experts who analyze survey data tell us that Nova Scotia Government employees are "engaged," which is the extent to which individuals feel connected to, and involved with their job and organization. Engagement is based on the level of commitment and satisfaction and I'm happy to say that we have committed and satisfied employees.

In addition to progress being made, we know there are several areas where you want to see further improvement, specifically:

- Compensation & recognition
- Quality of leadership & supervision
- Fair human resource practices
- Ethics
- Quality of work life

Many of these items will take time, and in some cases, additional funding to address. The Deputy group is committed to understanding your issues and doing what's possible to finding workable solutions.

There is a great deal of useful information contained within the corporate results report and in department reports. I encourage you to read more. And, I ask that when it comes time to survey again (early 2009), that you take some time to share your opinions and ideas about making the workplace better for you and your colleagues.

  
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Rosalind Penfound  
Commissioner