

# Appendix A

# **EXIT SURVEY/INTERVIEW**

Welcome to the Government of Nunavut Exit Survey

Your open and honest input is important and appreciated. All submissions are confidential. Your name will not be recorded with any of your answers when compiling the analysis.

Once you have completed this survey, please email to <u>exitsurveys@gov.nu.ca</u> or forward in a sealed envelope addressed to :

	Exit Surfays, Departme Government of Nunav Elix 10:0, Stn 400, Igan it Nunavio XOA C	ut	sources	
∞∞∞∞∞∞∞∞∞∞	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		•••••	
Name (Optional):		Ж,		
Position (Optional):				
How long have you we Less than tw 2 – 5 years 6 – 10 years 11 – 15 yea 16 – 20 yea 21 – 25 yea 26 – 30 yea more than 3	vo years s rs rs rs rs			
Are you a Nunavut Int	uk?		Don't Know	



Which Department/Public Body did you work for:

	Office of the Legislative Assembly Executive and Intergovernmental Affair Finance Justice Culture and Heritage Education Health		Qulliq Energy Corporation Nunavut Business Credit Corporation Nunavut Legal Services Board Commission scolaire franocophone Human Rights Tribunal Inuit Uqausinginnik Taiguusiliuqtiit Liquor Commission
	Human Resources Family Services Environment Community and Government Services Economic Development and Transportation Nunavut Housing Corporation Nunavut Arctic College		Liquor Licensing Board Office of the Languages Commissioner Office of the Representative for Children and Youth Office of the Chief Electoral Officer Other public body (specify):
What was	s your employment type? Indeterminate Term Casual	S	elief Immer Student Ithur (Specify):
What em	ployment group were you part of? Excluded Nunavut Employees' Union (NEU) Nunavut Teachers' Association (NTA) Senior Management Other (Specify):	<	
What age	e group do you fall within? Below 20 years 20 – 30 years		

- \_\_\_\_\_ 31 40 years \_\_\_\_\_ 41 – 50 years
- over 50 years



### WHY DID YOU CHOOSE TO WORK FOR THE GOVERNMENT OF NUNAVUT (GN)?

- 1. What first attracted you to the GN? Check all that apply.
  - Better employment opportunity
  - Better compensation
  - Opportunity for advancement
  - \_\_\_\_\_ Location
  - Other (Specify):

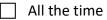
#### THE GN - A WELCOMING AND INCLUSIVE PLACE TO WORK?

2. Which orientations and policies were you made aware of, or participated in, within six months of your hire? Check all that apply.

	<ul> <li>Employee orie</li> <li>Cultural orient</li> <li>Compensation</li> <li>Union</li> <li>Harassment po</li> <li>None of the al</li> <li>Other (Specify</li> </ul>	and Benefits meeting blicy bove	12,
3.	<ul> <li>All the time (e</li> <li>Often (several</li> <li>Sometimes (se</li> </ul>	very day)	ound you in the workplace?
4.	Did you feel comfor	able speaking the Inuit la	anguage in the workplace?
	Yes	🗌 No	I don't speak the Inuit language
5.	Were Inuit Societal	/alues promoted or used	around you in the workplace?
	Yes	🗌 No	I am not sure



6. Did you feel appreciated in your position?



- ] Most of the time
- Some of the time
- Seldom
- Never

# TELL US ABOUT YOUR WORKPLACE EXPERIENCE

7. To what extent did your employment experience with the GN match your expectations when you accepted your position



- 8. How would you rate your overall employment experience with the GN in the position you are leaving?
  - Excellent
  - Good
  - Satisfactory
  - 🗌 Fair
  - Poor

Comments:



- 9. What elements of your position were you **most satisfied** with? Please select your top 3.
  - Challenging work
  - Compensation (pay and benefits)
  - Co-worker support
  - Felt appreciated
  - Level of communication between staff and management
  - Level of communication between co-workers
  - Manageable workload
  - Management support
  - Opportunity for advancement
  - Training opportunities
  - Other (Specify):

- Comments: Did child care issues keep you away from your objes? 10.

  - Never
  - Not applicable
- What are some highlights of your employment experience in the GN? Please select all that 11. apply.
  - Cultural Immersion (IQ) Days
  - Multiple options for leave (cultural events, education, special etc.)
  - Workplace social functions
  - Flex time
  - Ability to influence decision-making; contribute to goals of your department
  - Other (Specify):



12. Which elements of your position were you **least satisfied** with? Please select your top 3.

	Challenging Work	
	Compensation (pay and benefits)	
	Co-worker support	
	Felt unappreciated	
	Harassment issues	
	Level of communication between staff and management	
	Level of communication between co-workers	
	Manageable workload	
	Management support	
	Opportunity for advancement	
	Training opportunitie	
	Working conditions	
	Other (Specify):	
	Comments:	
13.	Did you feel there were opportunities for advancement or career grow	/th2
15.		un:
	Yes No	
14.	Did you feel your work environment was safe and secure?	
	All the time	
	Fairly often (2 - 3 times a week)	
	Sometimes (more than once a month)	
	Hardly ever (less than once a month)	
	Never Never	

15. Would you recommend your department in the GN to others as a place to work?

No

Yes

Comments:



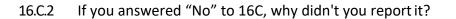
16. The GN has a strict harassment-free workplace policy. Did you ever feel harassed or discriminated against in the workplace?

Yes
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- No (proceed to Question 17)
- 16.A. On which basis you feel you experienced the harassment/discrimination?

	🗌 Age					
	Ger	nder				
	Sex	ual orientatio	on			
	🗌 Ma	rital status				
	🗌 Rel	igion				
	🗌 Oth	ner (Specily).				
16.B.	Who was t that apply.		ost responsible	e for the haras	sment/c	liscrimination? Check all
	Co- Clie	ect superviso worker nt (ie. other c ner (Specify):	r or hanzar lepartmarts/d	insion deper	ndent on	your position)
16.C.	Did you re	port the hara	ssment to any	one?	•	
	Yes		🗌 No		$\wedge$	
	16.C.1 We	re you satisfi	ed with the ou	tcome?		
		Yes (pro	oceed to Quest	ion 17)		No
	•	ou answered 	"No", please t	ell us why you	ı were n	ot satisfied with the





#### WORKPLACE MANAGEMENT AND SUPERVISION

- 17. Was your workplace environment a place where everyone was treated equally?
  - Yes
     How often were you requested to perform duties outside of your job description?
     Very often (every day)
     Often (a few times a week)
    - Sometimes (a few times a more in)
    - Almost never (once a month)
    - Never

18.

Comments:

19. While in your position, which of the following did you do? Chuck all that apply.

N/

- Participated in performance management planning
- Received performance reviews. (complete 19A)
- Developed and followed a career plan
- None of the above
- 19.A. How often did you receive performance reviews?



20. Did you feel you had support from your direct supervisor?

All the time

Most of the time

Some of the time

Seldom

Never

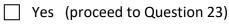
Comments:

21. Did you feel you could communicate with supervisors/management, and that your opinion on everyday decision-making was taken seriously?



# TELL US ABOUT YOUR WORKPLACE TRAINING AND DEVELOPMENT EXPERIENCE

22. Were you given on-the-job training, instruction mentaring or support when you first started your position?



22.A. Do you feel it would have made your job easier it you had received job training, instruction, mentoring or support when you first started?

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🗌 No

Comments:



23. Were you provided with any form of professional development or training, or did your direct supervisor identify professional development or training that would be beneficial to you?

No

$\square$	Yes			
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Comments:

24. Did you feel you were offerent the opportunity to enhance your skill set in your position?

	Yes			ſ	V		No
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25. Were you offered the tools and training to support your everyday functioning at your position?

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26. What types of courses or training opportunities your you have liked to take?

- Computer Application
- First Aid/CPR
- Government Writing
- Language Training
- Multiculturalism
- Project Management
- Public Policy Development
- Supervisory Skills
- Train the Trainer
- Budget Planning/Financial Training
- Retirement Planning
- Other (Specify):



# WHY ARE YOU LEAVING YOUR CURRENT POSITION?

- 27. What is the main reason for leaving your current position? More than one reason may apply.
  - Better employment opportunity
  - Better compensation
  - Dissatisfaction with supervisor or co-worker(s)
  - Educational opportunity
  - Health reasons
  - Opportunity for advancement
  - Relocation
  - Retirement
  - Family obligations
  - Other (Specify):
- 28. What are your future employment plans once you leave your current position?
  - I have found other employment with the GN
  - I have found employment with a designated inuit organization
  - I have found employment with the soveriment of Canada
  - I have found employment with a private besines in Nunavut
  - I have found employment outside of Nunavut
  - I am retiring
  - I prefer not to answer
  - Other (Specify):
- 29. Was the cost or availability of housing a contributing factor in your decision to leave?
  - Yes

\_ No

Comments:



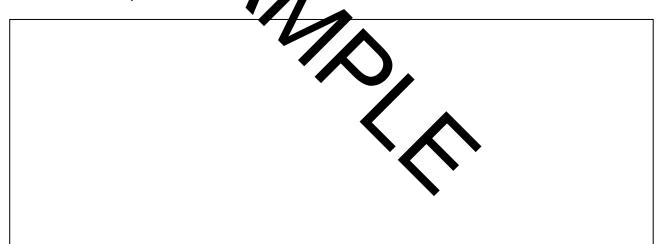
30. Is there anything that could have been done to prevent your departure from your p	osition?
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Yes	No
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Comments:

PLEASE SHARE YOUR SUGGESTIONS FOR IMPROVING THE GN WORK EXPERIENCE.

31. What could have been done to in prive your time with your department in the GN that was not covered in the questions above?





32. Can you suggest and/or identify any areas of improvement for your position, division and/or department?

