

2023 Employee Perspectives Program Survey Manitoba Government Report on Overall Results

Project 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 lifecycle 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 2023 employee engagement survey was conducted from January 16 to February 3, 2023. 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 EPP, please contact the Employee Experience division of the Public Service Commission at ex@gov.mb.ca

Next Steps

The Manitoba government has committed to an ongoing cycle of feedback, analysis and action, centred on the EPP and its annual 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.

Several major events have occurred in the Manitoba government since the last survey, which was conducted in January 2022. The Public Service Act was proclaimed in February that reflects the principles, values and needs of a modern public service; a transition in elected leadership including Cabinet shuffles (one took place in the middle of this survey); a corporate directive outlining additional expectations for flexible work arrangements was implemented in October 2022; and a new Clerk of the Executive Council was appointed in January 2023.

The major events and changes make this year's survey insights as important as ever. Routine measurement of employees' sentiments on issues that matter to them are essential for senior leaders to make timely adjustments to areas in need of improvement. Collection of employee insights is essential in achieving Manitoba government's commitment of providing a productive workplace while promoting positive engagement among employees.

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, this year, 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.

EPP Employee Panel

Last year, the EPP survey invited public servants to take part in the first ever MPS online employee panel. Over 1,000 representative and diverse public servants volunteered to complete additional "pulse" surveys aimed at exploring a variety of employee engagement topics.

This year, over 1,600 public servants (returning and new), have expressed an interest in participating in these pulse surveys. EPP employee panel engagements are delivered through a protected project page on the EngageMB online portal.

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 this past year with a new exit survey that will collect instrumental feedback to inform enhancements to initiatives that support employee retention.

What We Heard

Summary of Findings

In comparison to the 2022 EPP survey, participation rates were similar (from 46.6 per cent to 45.9 per cent).

The participation rate in this current survey remains significantly higher than for the 2021 survey, when the proportion of government employees who responded to the survey was 17.1 per cent.

Survey Themes

The 2023 EPP Survey measured several theme areas, consistent with 2021 survey:

- culture
- capacity
- talent
- leadership
- employee engagement

The survey also touched upon areas measured in the Manitoba government's Balanced Scorecard. These include:

- inclusion in the workplace
- access to respectful workplace resources and supports
- how innovation is applied in public servants' work
- the state of current work arrangements

The following table outlines which statements fall into each of these theme areas.

Employee Perspectives Survey Statements
<p>Culture statements:</p> <ul style="list-style-type: none"> • 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.
<p>Capacity statements:</p> <ul style="list-style-type: none"> • My job is a good fit with my skills and interests. • I have support at work to provide a high level of service.
<p>Talent statements:</p> <ul style="list-style-type: none"> • My organization supports my work-related learning and development. • I have opportunities for career growth within the Manitoba government.
<p>Leadership statements:</p> <ul style="list-style-type: none"> • 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.
<p>Employee Engagement statements:</p> <ul style="list-style-type: none"> • 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.
<p>New statements (asked in the 2022 EPP survey):</p> <ul style="list-style-type: none"> • 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 area. For most of the theme areas, scores are comparable to those recorded in 2021. The most significant decrease occurred among the statements regarding employee engagement, with increases noted for statements related to talent and leadership.

	% Agree		% Point Change
	2023	2021	
Employee Engagement	56.1	60.3	-4.2
Culture	67.8	68.7	-0.9
Capacity	71.4	73.3	-1.9
Talent	60.2	58.1	+2.2
Leadership	62.0	60.2	+1.8
New Areas of Inquiry	74.1	-	-
Average of all statements	63.9	63.7	+0.2
<i>Average includes strongly agree and agree responses</i>			

The following agreement statements received the highest scores:

- I have positive working relationships with my coworkers (90.0%)
- My job is a good fit with my skills and interests (81.8%)
- The Manitoba government provides access to respectful workplace resources and supports (80.9%)

The following agreement statements received the lowest scores:

- Essential information flows effectively from senior leadership to staff (45.8%)
- Overall, I feel valued as a Manitoba government employee (48.2%)

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

Theme	Statement	2023 Agree	2023 Neutral	2023 Disagree
Culture	I have positive working relationships with my coworkers.	90.0%	7.4%	2.6%
Capacity	My job is a good fit with my skills and interests.	81.8%	11.3%	6.9%
New	The Manitoba government provides access to respectful workplace resources/supports	80.9%	13.0%	6.1%
Leadership	I know how my work contributes to the achievement of my department's goals.	78.9%	12.6%	8.5%
Culture	I am treated respectfully at work.	78.6%	11.9%	9.6%
New	I have applied innovation in how I approach my work	71.3%	22.1%	6.6%
Leadership	I am satisfied with the quality of supervision I receive.	71.0%	14.0%	14.9%
New	I feel included in my workplace	70.0%	16.7%	13.3%
Employee Engagement	Overall, I am satisfied with my work as a Manitoba government employee.	66.7%	18.5%	14.8%
Talent	My organization supports my work-related learning and development.	66.7%	19.0%	14.3%
Culture	I have support at work to balance my work and personal life.	66.0%	17.2%	16.8%
Culture	I have opportunities to provide input into decisions that affect my work.	64.0%	17.2%	18.8%
Employee Engagement	I am inspired to give my very best.	61.5%	21.6%	17.0%
Capacity	I have support at work to provide a high level of service.	60.9%	19.1%	19.9%
Employee Engagement	I am proud to tell people I work for the Manitoba government.	56.1%	28.7%	15.3%
Employee Engagement	I am satisfied with my department.	55.1%	21.9%	23.0%
Culture	Innovation is valued in my work.	54.4%	26.3%	19.3%
Culture	I receive meaningful recognition for work well done.	54.0%	21.3%	24.6%
Talent	I have opportunities for career growth within the Manitoba government.	53.8%	23.5%	22.8%
Employee Engagement	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.	53.7%	28.4%	17.8%
Leadership	I have confidence in the senior leadership of my department.	52.3%	22.1%	25.6%
Employee Engagement	I would recommend the Manitoba government as a great place to work.	51.4%	28.5%	20.1%
Employee Engagement	Overall, I feel valued as Manitoba government employee.	48.2%	22.8%	29.1%
Leadership	Essential information flows effectively from senior leadership to staff.	45.8%	23.8%	30.4%
Total – All Statements		63.9%	19.5%	16.6%
<i>Agree – includes Strongly Agree and Agree responses</i>				
<i>Disagree – includes Strongly Disagree and Disagree responses</i>				

Comparisons to the 2021 Employee Perspectives Survey

The following statements received the highest increase in agreement scores compared to the 2021 results:

- I know how my work contributes to the achievement of my department's goals (from 72.5% to 78.9%).
- I have opportunities for career growth within the Manitoba Government (from 50.2% to 53.8%).

The following statements – related to employee engagement – experienced the most significant decrease in agreement scores:

- I am inspired to give my very best (from 70.9% to 61.5%).
- Overall, I am satisfied with my work as a Manitoba government employee (from 73.9% to 66.7%).
- I am proud to tell people I work for the Manitoba government (from 62.2% to 56.1%).

The table below compares the agreement scores for each of the statements in the 2021 and 2023 surveys, as well as shows the new areas of inquiry in the 2023 survey.

Theme	Statement	% Agree		% Point Change
		2023	2021	
Employee Engagement	Overall, I am satisfied with my work as a Manitoba government employee	66.7	73.9	-7.2
	I am inspired to give my very best	61.5	70.9	-9.4
	I am proud to tell people I work for the Manitoba government	56.1	62.2	-6.1
	I am satisfied with my department	55.1	59.3	-4.2
	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere	53.7	56.8	-3.1
	I would recommend the Manitoba government as a great place to work	51.4	54.6	-3.2
	Overall, I feel valued as Manitoba government employee	48.2	44.3	-3.9
Culture	I have positive working relationships with my co-workers	90.0	90.8	-0.8
	I am treated respectfully at work	78.6	82.3	-3.7
	I have support at work to balance my work and personal life	66.0	64.8	+1.2
	I have opportunities to provide input into decisions that affect my work	64.0	63.6	+0.4
	Innovation is valued in my work	54.4	57.0	-2.6
	I receive meaningful recognition for work well done	53.6	54.0	-0.4
Capacity	My job is a good fit with my skills and interests	81.8	82.8	-1.0
	I have support at work to provide a high level of service	60.9	63.8	-2.9
Leadership	I know how my work contributes to the achievement of my department's goals	78.9	72.5	+6.4
	I am satisfied with the quality of supervision I receive	71.0	72.2	-1.2
	I have confidence in the senior leadership of my ministry/department	52.3	51.1	+1.2
	Essential information flows effectively from senior leadership to staff	45.8	45.0	+0.8
Talent	My organization supports my work-related learning and development	66.7	66.0	+0.7
	I have opportunities for career growth within the Manitoba Government	53.8	50.2	+3.6
New	The Manitoba government provides access to respectful workplace resources and supports	80.9	-	-
	I have applied innovation in how I approach my work	71.3	-	-
	I feel included in my workplace	70.0	-	-

Agree – includes Strongly Agree and Agree responses

New Statements

The new statements were not present in the 2021 survey, however they were in the 2022 survey.

The following are the results from 2022:

Statement	Agree	Neutral	Disagree
I have applied innovation in how I approach my work.	71.9%	21.5%	6.7%
I feel included at my workplace.	67.1%	17.0%	16.0%
The Manitoba government provides access to respectful workplace resources and supports.	80.2%	13.4%	6.4%

Agree – includes Strongly Agree and Agree responses

Disagree – includes Strongly Disagree and Disagree responses

Comparing the agreement scores from the 2022 to the 2023 Survey Results

Statement	% Agree		
	2023	2022	% Point Change
I have applied innovation in how I approach my work.	71.3%	71.9%	-0.6%
I feel included at my workplace.	70.0%	67.1%	+2.9%
The Manitoba government provides access to respectful workplace resources and supports.	80.9%	80.2%	+0.7%

Agree – includes Strongly Agree and Agree responses

Who We Heard From

The 2023 EPP survey heard from 5,421 respondents out of a possible 11,814.

- This represents 45.9 per cent of active government employees
- Nineteen departments participated in the survey
- A departmental breakdown is noted below

There were 4,830 employees who responded to the demographic questions. The diversity characteristics of respondents are as follows:

- 57.1 per cent declared as women
- 19.6 per cent declared as members of a visible minority group
- 10.8 per cent declared as Indigenous People
- 10.4 per cent declared as immigrants
- 9.7 per cent declared as persons with disabilities
- 5.5 per cent spoke English as an additional language, including Francophone
- 4.1 per cent declared as 2SLGBTQ+
- 4.0 per cent declared as a member of a religious minority
- 0.9 per cent declared as veterans

- The respondents ages ranged from:
 - 29.8 per cent were age 39 or younger
 - 30.7 per cent were age 40-49
 - 25.7 per cent were age 50-59
 - 6.4 per cent were age 60+

- The amount of time respondents have been working for government ranged from:
 - 25.2 per cent worked for three years or less
 - 21.0 per cent worked for three to less than 10 years
 - 20.5 per cent worked for 10 to less than 15 years
 - 12.4 per cent worked for 15 to less than 20 years
 - 17.6 per cent worked for 20 years or more

- Of the responses received:
 - 90.0 per cent were regular employees
 - 96.6 per cent worked full-time
 - 73.3 per cent were working in Winnipeg

The table below shows participation by department.

BA	Department	Employee Count	Survey Completes	Completion Rate %
BA24	MENTAL HEALTH AND COMMUNITY WELLNESS	48	51	106.3
BA34	SENIORS AND LONG-TERM CARE	12	11	91.7
BA13	MUNICIPAL RELATIONS	256	199	77.7
BA19	INDIGENOUS RECONCILIATION AND NORTHERN RELATIONS	70	54	77.1
BA10	ECONOMIC DEVELOPMENT, INVESTMENT AND TRADE	273	194	71.1
BA14	SPORT, CULTURE AND HERITAGE	100	67	67.0
BA03	AGRICULTURE	322	210	65.2
BA44	ADVANCED EDUCATION, SKILLS AND IMMIGRATION	171	109	63.7
BA16	EDUCATION AND EARLY CHILDHOOD LEARNING	371	235	63.3
BA17	PUBLIC SERVICE COMMISSION	388	212	54.6
BA21	HEALTH	497	264	53.1
BA12	ENVIRONMENT, CLIMATE AND PARKS	482	253	52.5
BA09	FAMILIES	1,937	998	51.5
BA02	EXECUTIVE COUNCIL	43	22	51.2
BA07	FINANCE	521	256	49.1
BA25	NATURAL RESOURCES AND NORTHERN DEVELOPMENT	394	193	49.0
BA08	LABOUR, CONSUMER PROTECTION AND GOVERNMENT SERVI	1,134	527	46.5
BA15	TRANSPORTATION AND INFRASTRUCTURE	1,245	489	39.3
BA04	JUSTICE	3,550	948	26.7
	I am not sure	-	13	-
	I don't see my department on the list	-	61	-
	Choose not to answer	-	55	-
TOTAL		11,814	5,421	45.9

Participation rates greater than 100% can be attributed to new employees taking the survey that were not included in the original employee count

Demographic Analysis

On the **employee engagement** measures, new employees and those who are working in term positions are more likely to agree with statements about feeling valued as a government employee, being proud to work for MPS and being satisfied with their job. Those who identify as new Canadians and members of a visible minority group are also more likely to score higher on these questions.

Indigenous employees and those who identify as having a disability are less likely to agree with **culture**-related statements, including that they are treated respectfully at work, that they have support to balance their work and personal life, and that they receive meaningful recognition for work well done. These two groups are also less likely to agree that they feel included in their workplaces. Those who identify as a visible minority and those who were born outside of Canada are slightly more likely to agree with these statements, as well as with the notion they are included in their workplace. New employees and those working on term are more likely to say they receive meaningful recognition for work well done.

Newer employees and those working in term positions are most likely to agree they have support to provide a high level of service, and that they know how their work contributes to achieving their department's goals. This sentiment is also higher among those working in Selkirk and Portage. Older employees, as well as those working in The Pas and Thompson, are more likely to agree their current job is a good fit with their skills and interests.

On **leadership**-related measures, newer and term employees are much more likely to agree with statements regarding confidence in leadership, satisfaction with the quality of supervision and how information is shared within their departments. Employees in The Pas stand out for providing lower satisfaction scores on these leadership metrics, with new Canadians and those who identify as a visible minority more likely to agree with these four statements.

APPENDIX A – SURVEY METHODOLOGY

Engagement Overview

Probe Research Inc. (Probe), an independent and respected third-party research firm, was contracted by the Manitoba government to conduct this third iteration of the annual employee engagement survey. The survey was open from January 16 to February 3, 2023 and was delivered through Probe's surveying platform, Voxco.

The online survey was open to all active employees including regular, term, technical and departmental. A total of 11,814 Manitoba government employees were eligible to complete the survey. Employees were notified about the survey through a variety of communications channels including through:

- CONNECT - the weekly government e-bulletin
- 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, as well as on paystubs and T4s
- letters mailed to public servants without government email addresses, containing invitation to participate in survey using an open link or QR (Quick Response) code
- messages from leadership and department engagement leads

The survey was then made available to employees in one of 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 for employees who do not have access to email or the internet as part of their day-to-day duties. This version of the survey could also be accessed by scanning a QR (Quick Response) code with a mobile device.

A total of N=5,421 employees completed the survey, including N=3,614 who completed the version sent via email and N=1,807 who completed the open link version of the survey. This represents a response rate of 45.9%.

With a sample size of N=5,421, the margin of error (based on a Finite Population Correction) is 1.0 per cent, 19 times out of 20. More details about methodology can be found in Appendix A.

Data Analysis and Reporting

Reports of survey results at the corporate, department, division, branch, and area level 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, neutral, disagree and

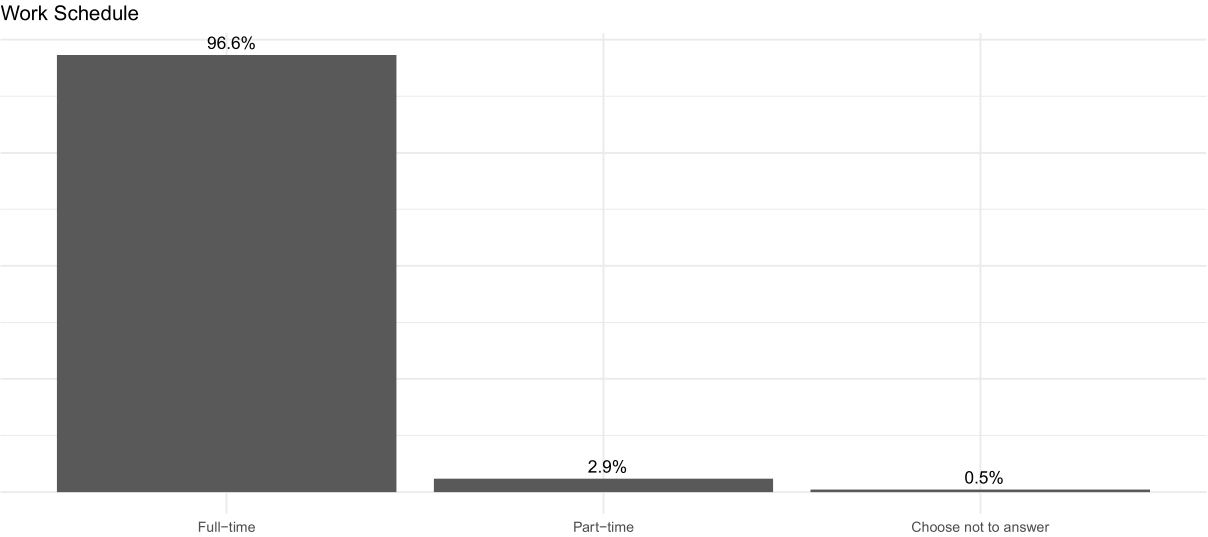
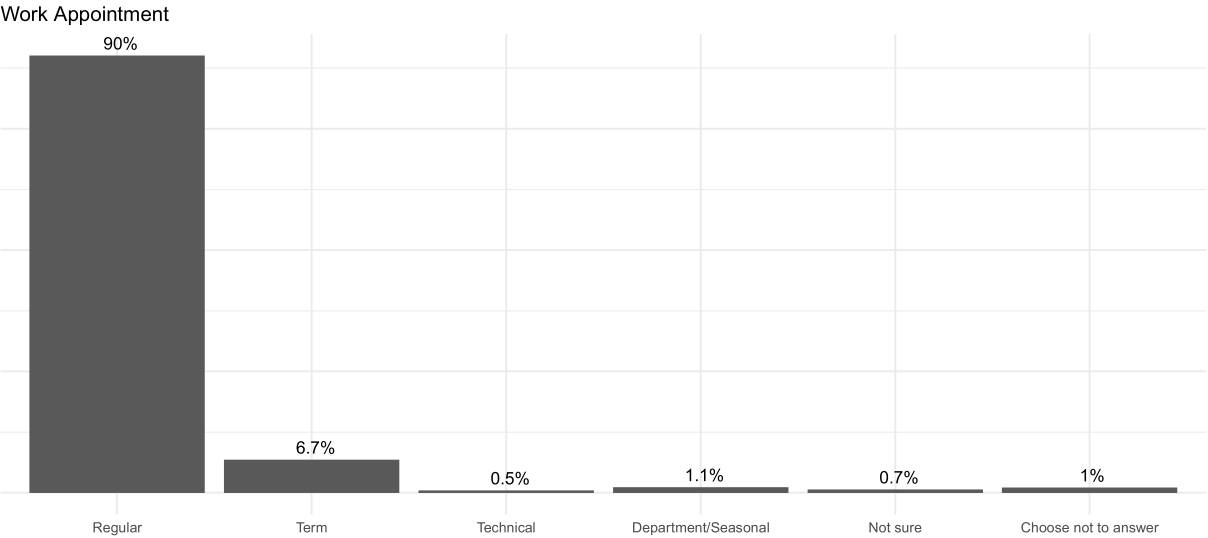
strongly disagree). Strongly agree and agree responses are combined while strongly disagree and disagree responses are combined. The small number of respondents who choose not to answer a specific question are removed from the results when showing comparisons.

Confidentiality

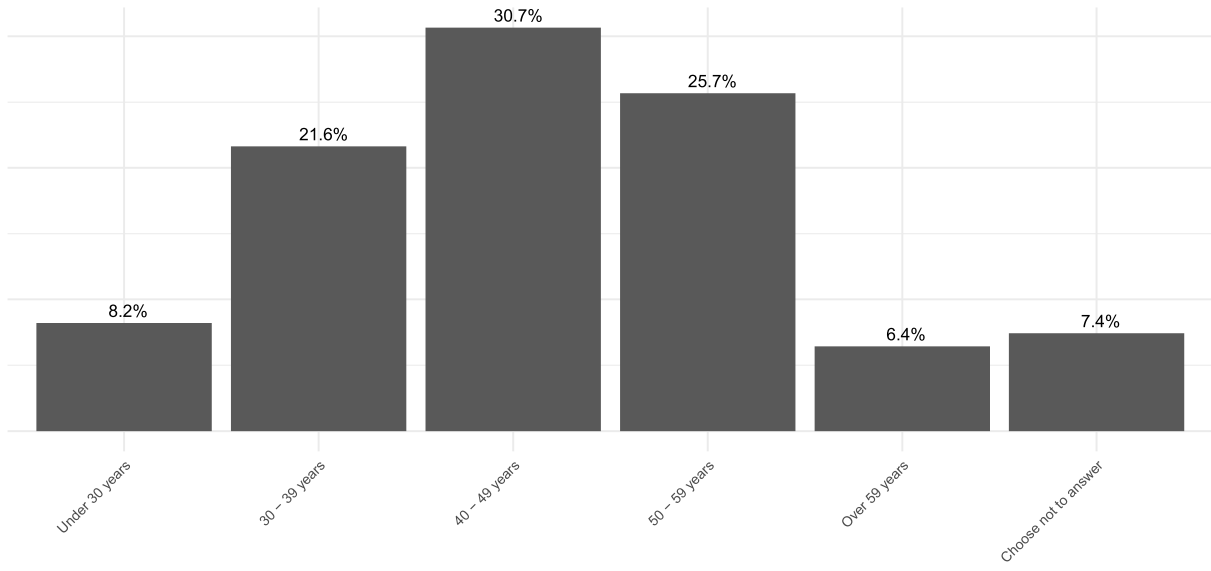
Probe removed all identifying information (names and email addresses) from the data set prior to sharing it with the Public Service Commission. To ensure confidentiality of the survey results, responses of a particular group (department, division or demographic group) with fewer than 10 responses are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

Demographics

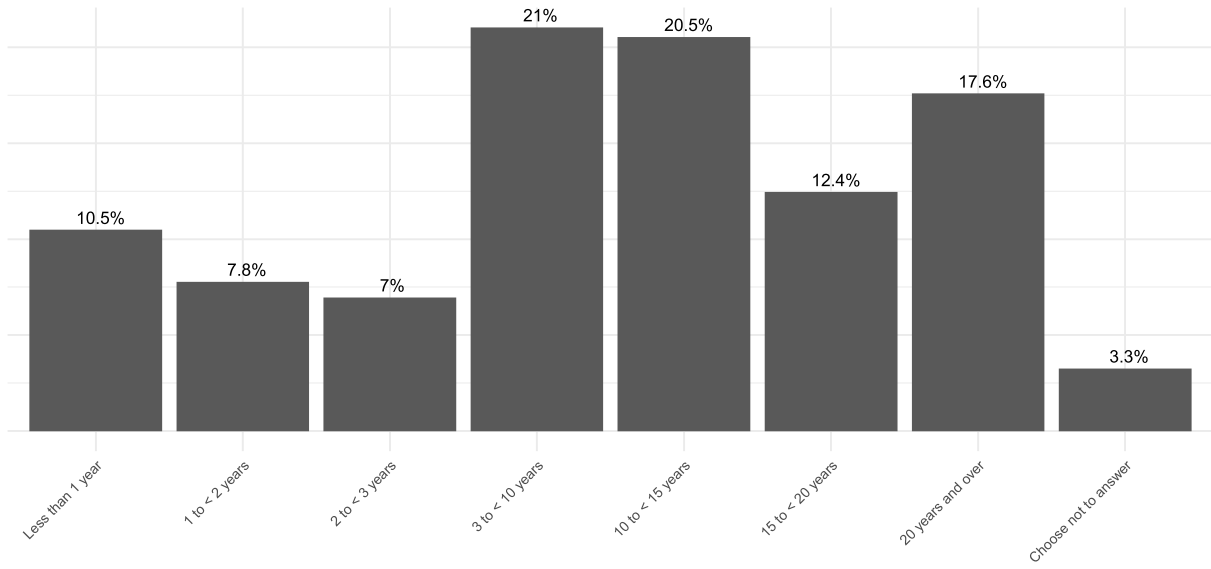
In this survey, participants were given the option to provide their demographic information. The calculations in this section are based on those who participated.



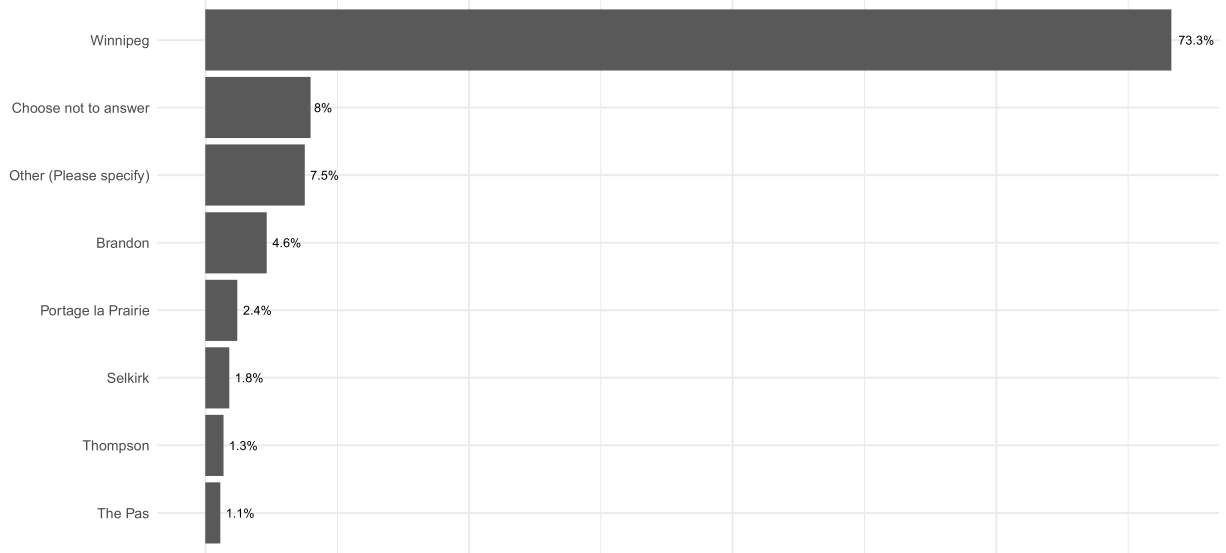
Age Group



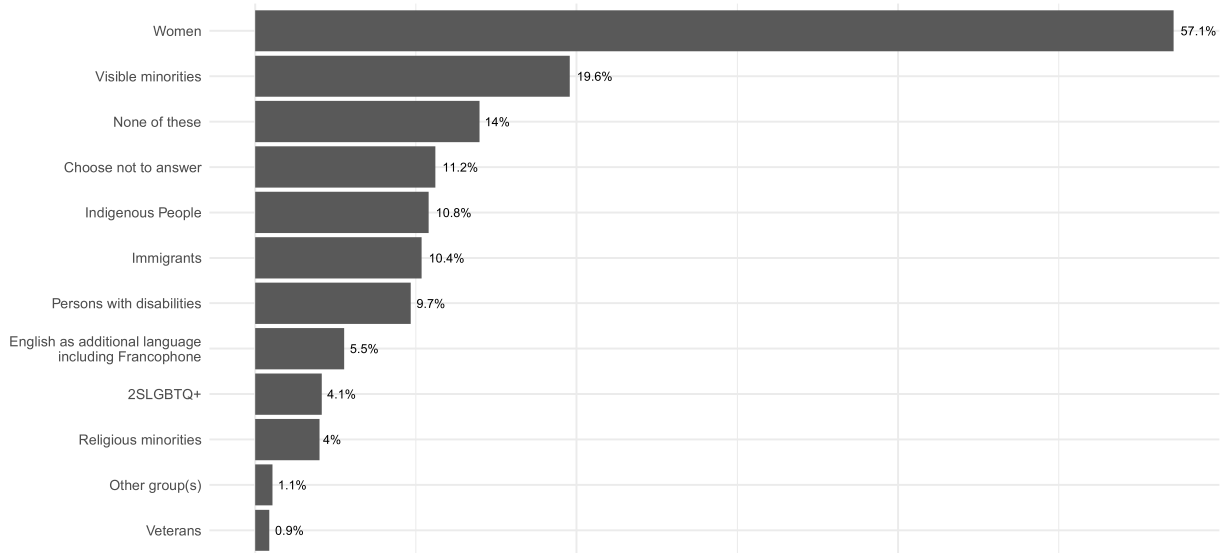
Years Worked



Location



Equity Group



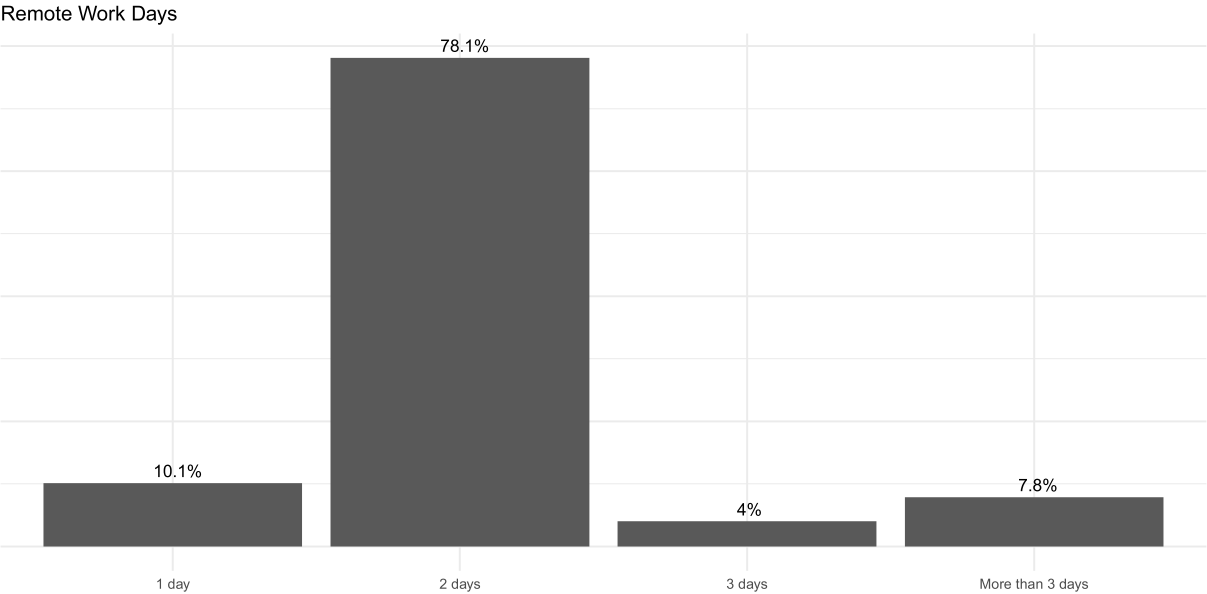
Remote Work

Two new questions related to remote work were added to this year's survey.

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?

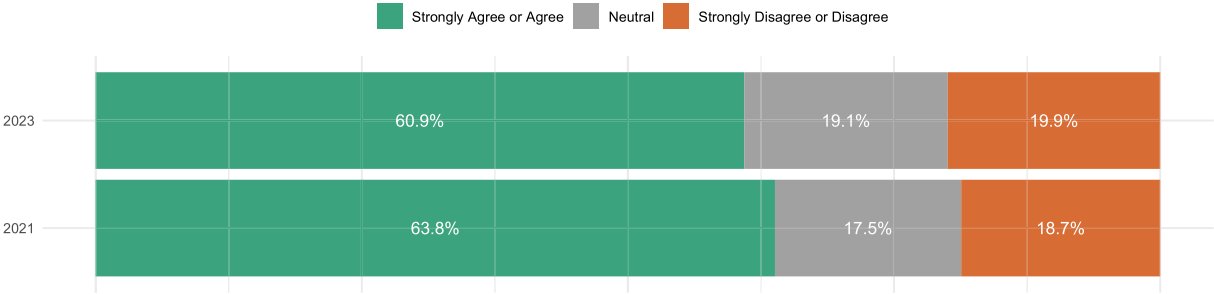


Survey Responses

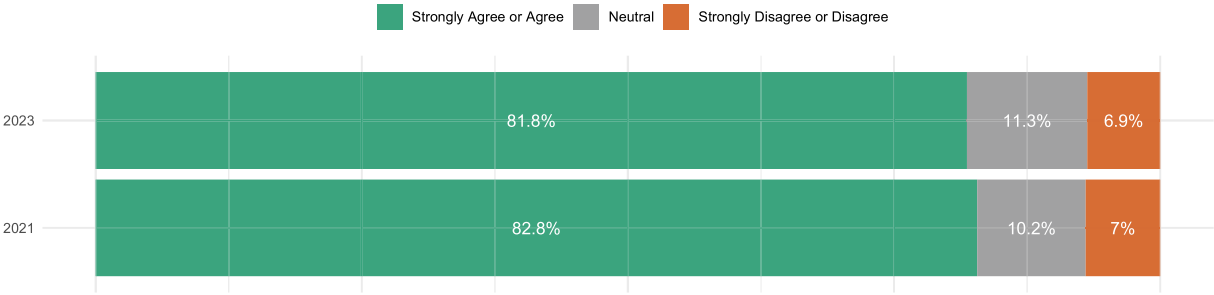
The following statements are grouped by their respective themes.

Capacity

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

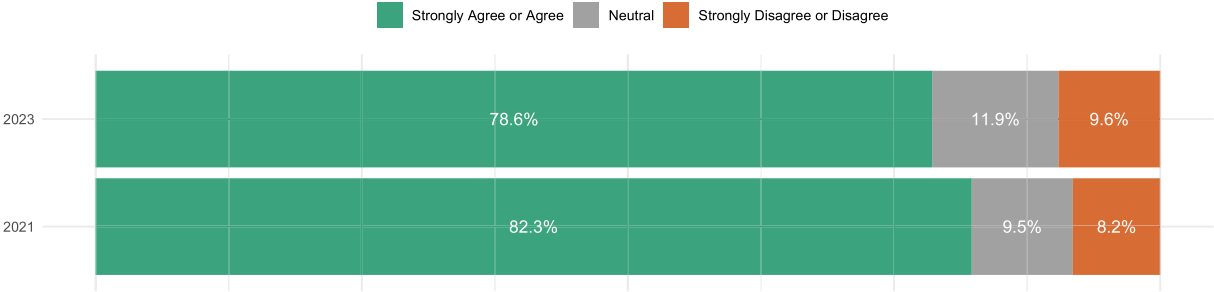


My job is a good fit with my skills and interests.

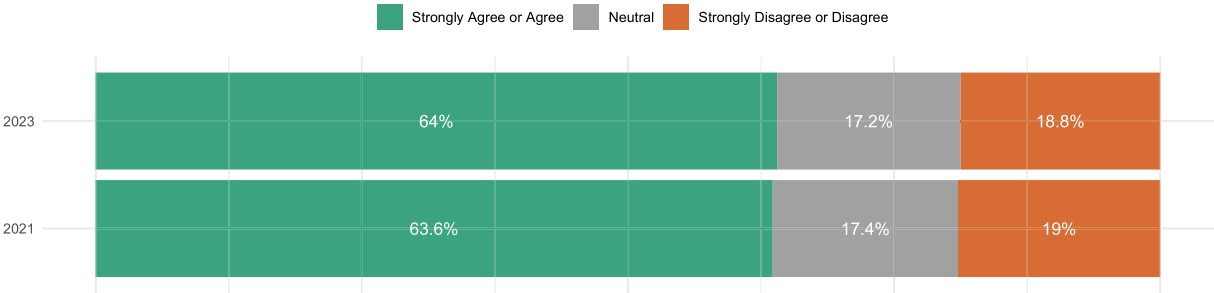


Culture

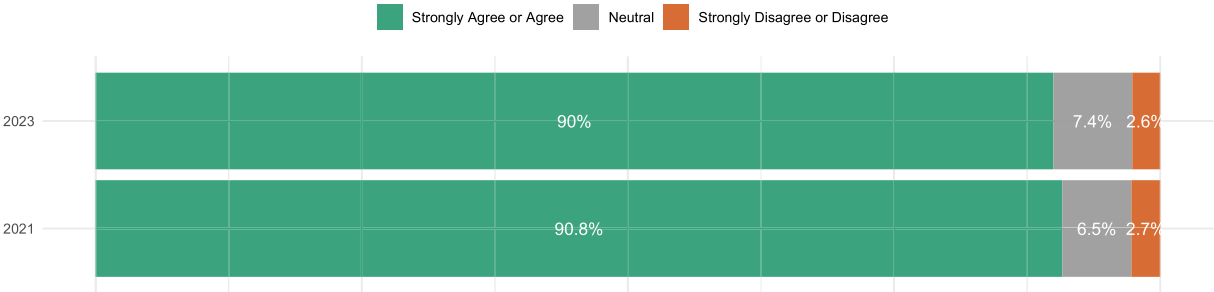
I am treated respectfully at work.



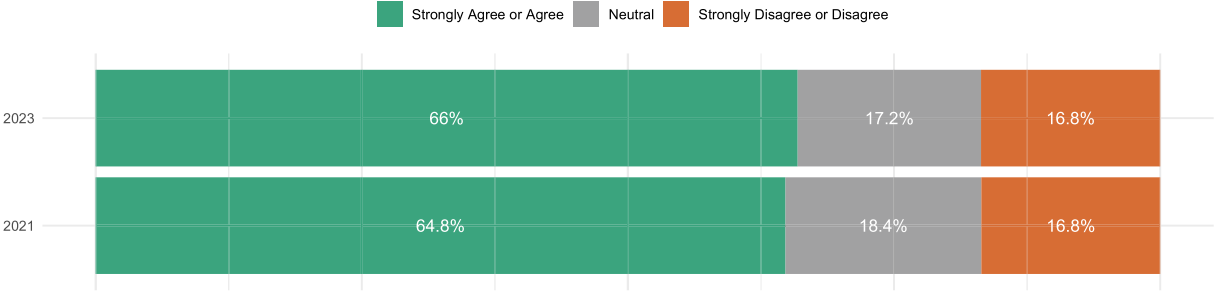
I have opportunities to provide input into decisions that affect my work.



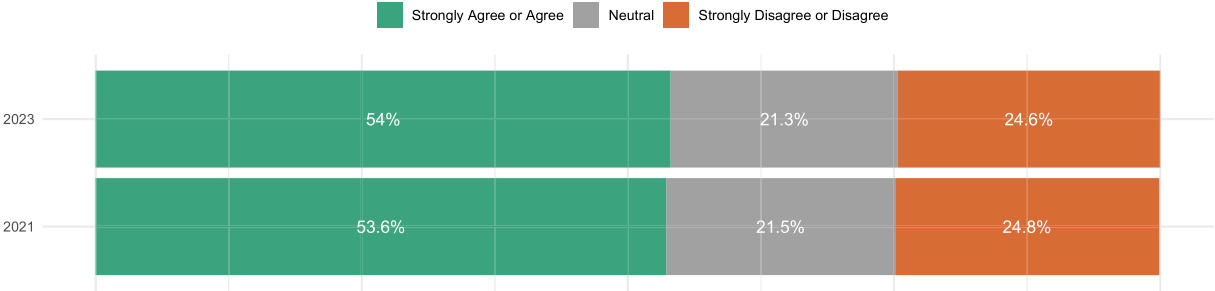
I have positive working relationships with my co-workers.



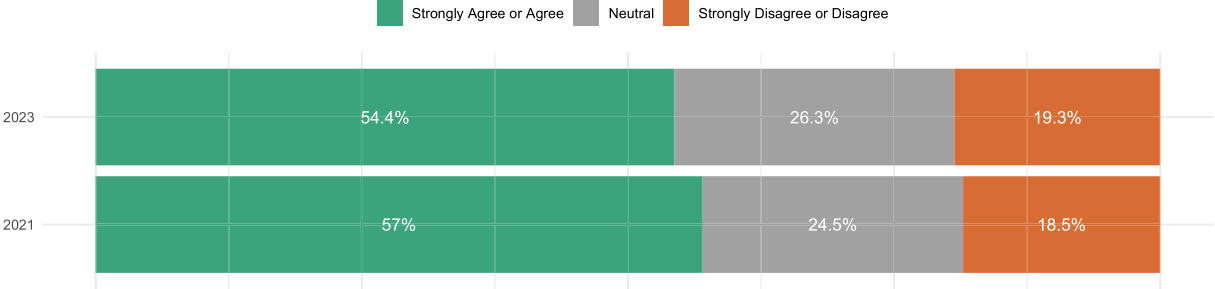
I have support at work to balance my work and personal life.



I receive meaningful recognition for work well done.

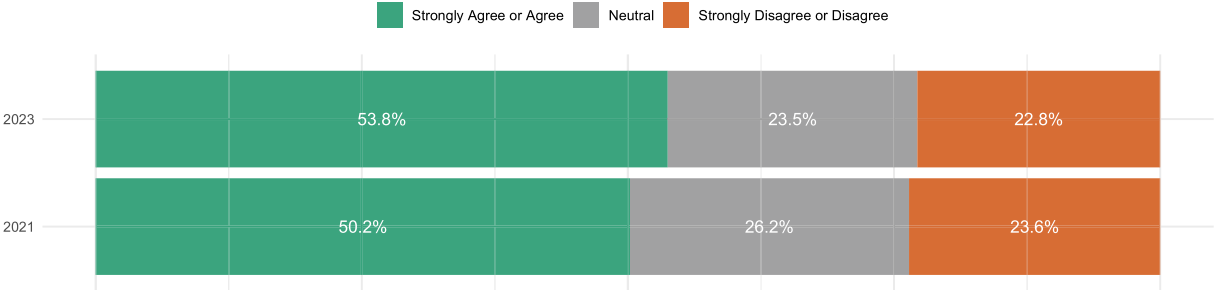


Innovation is valued in my work.

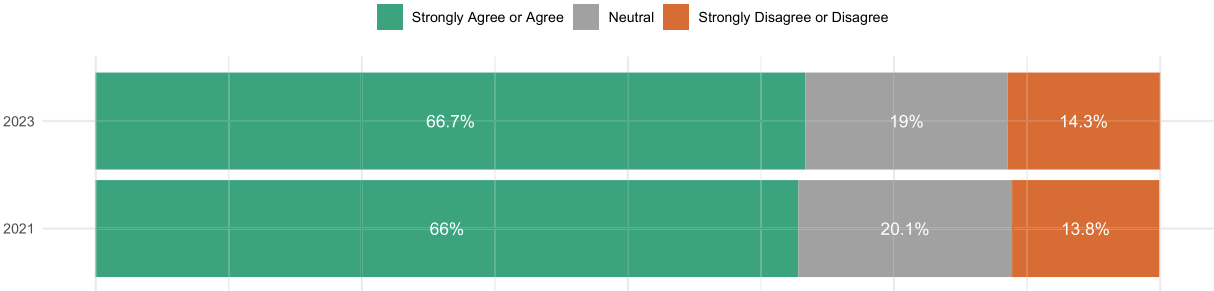


Talent

I have opportunities for career growth within the Manitoba Government.

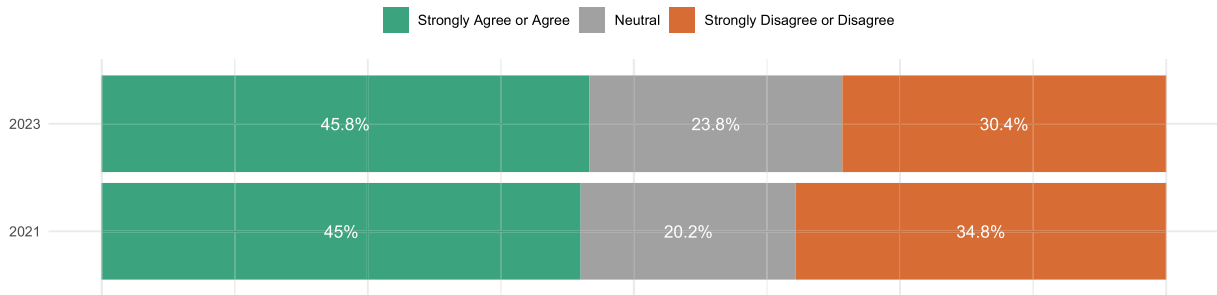


My organization supports my work-related learning and development.

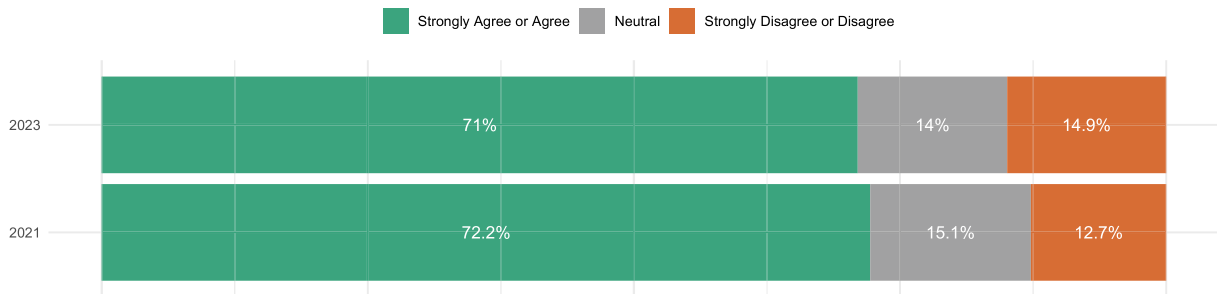


Leadership

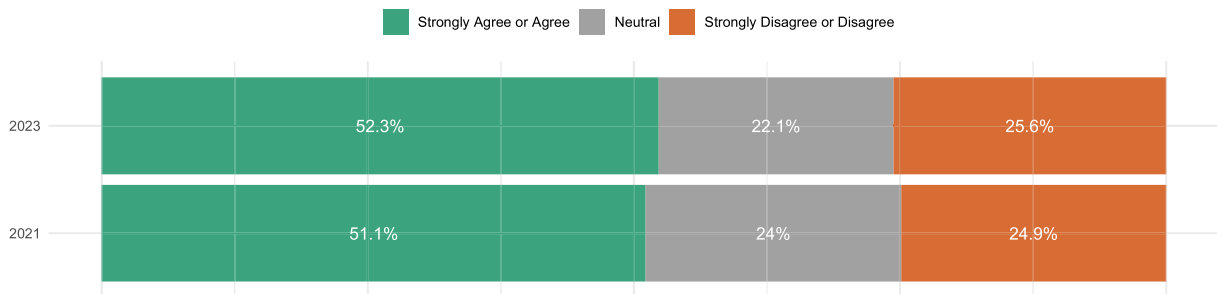
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)



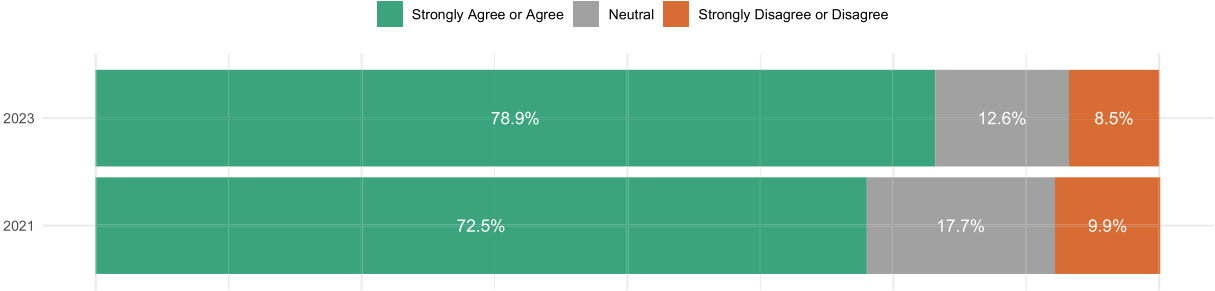
I am satisfied with the quality of supervision I receive.



I have confidence in the senior leadership of my ministry/department.

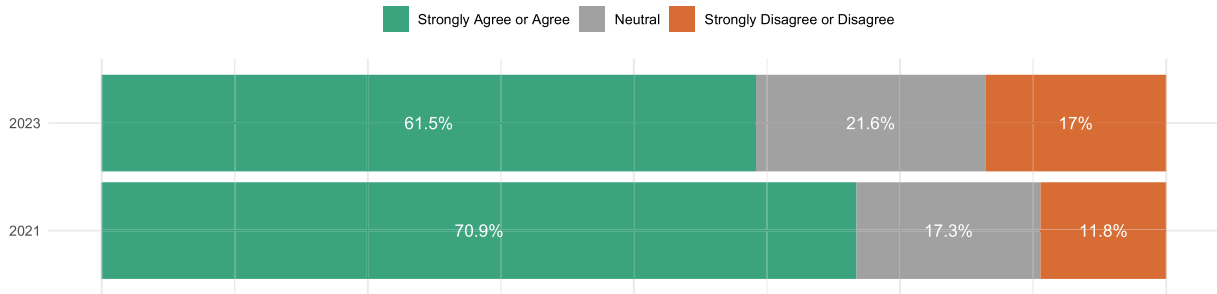


I know how my work contributes to the achievement of my department's goals.

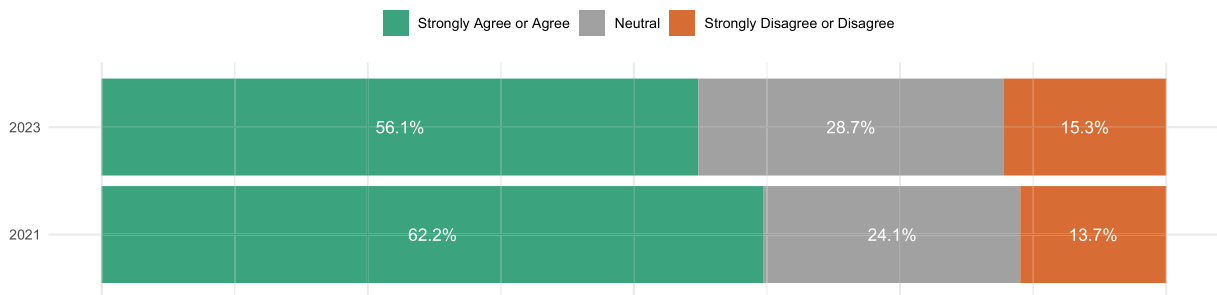


Engagement

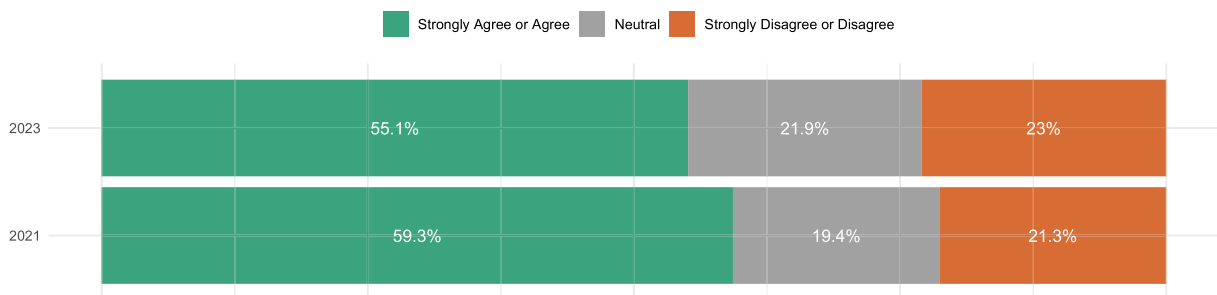
I am inspired to give my very best.



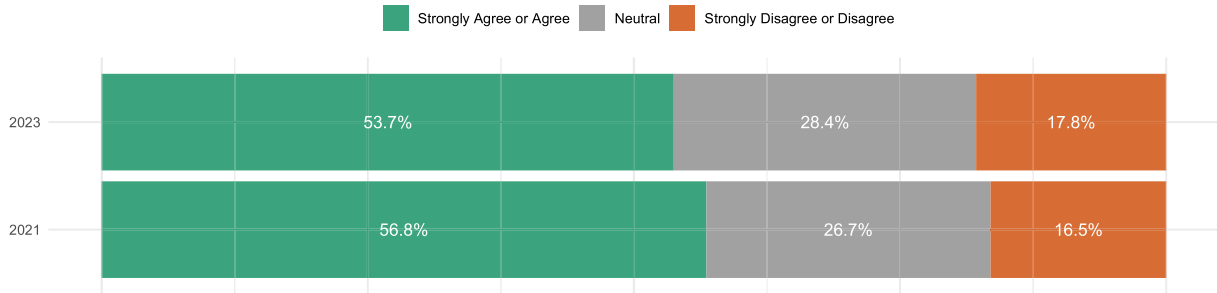
I am proud to tell people I work for the Manitoba government.



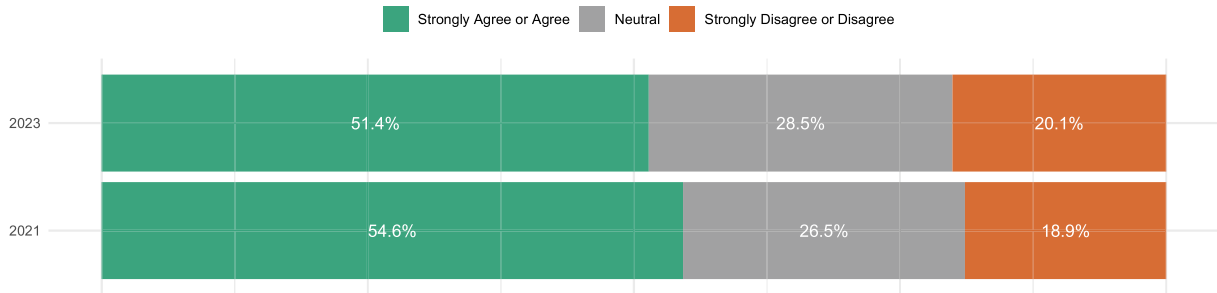
I am satisfied with my department.



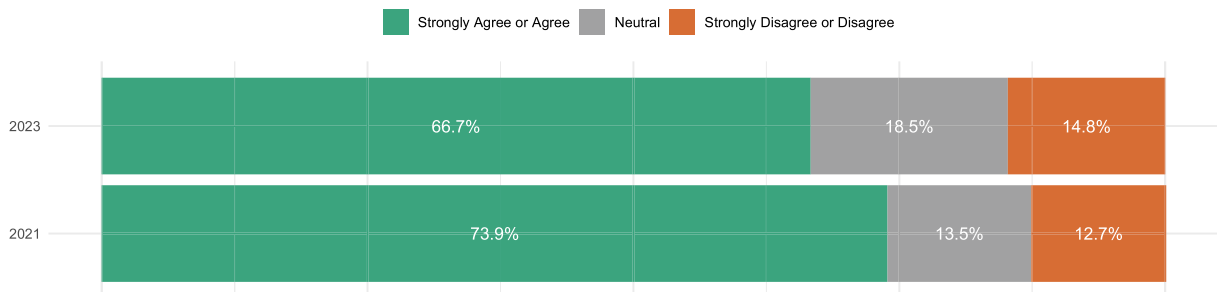
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.



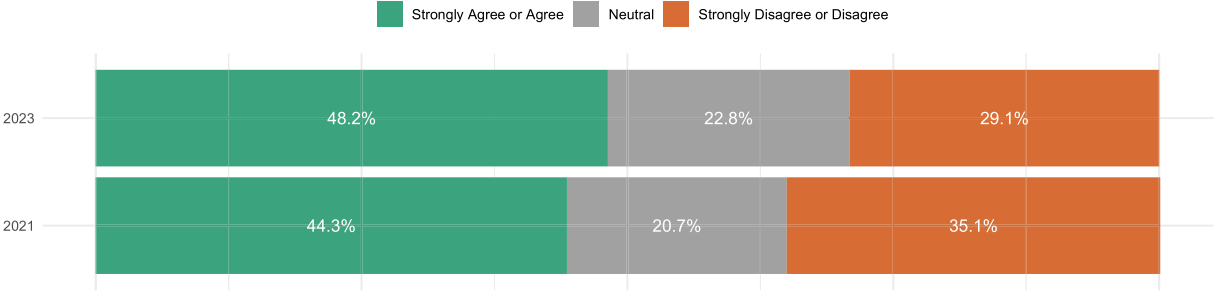
I would recommend the Manitoba government as a great place to work.



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



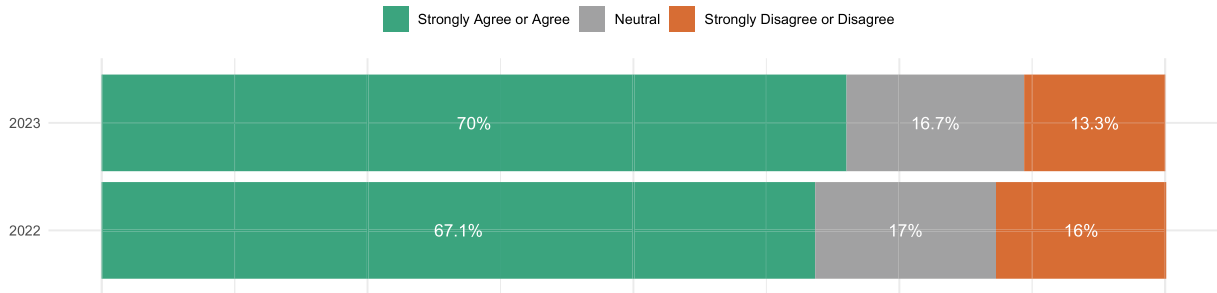
Overall, I feel valued as Manitoba government employee.



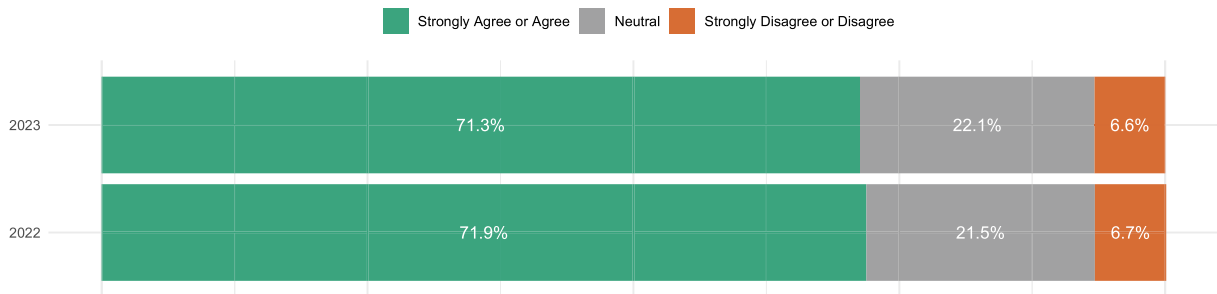
New

The following statements were not included in the 2021 survey and instead will be compared to the results from the 2022 survey.

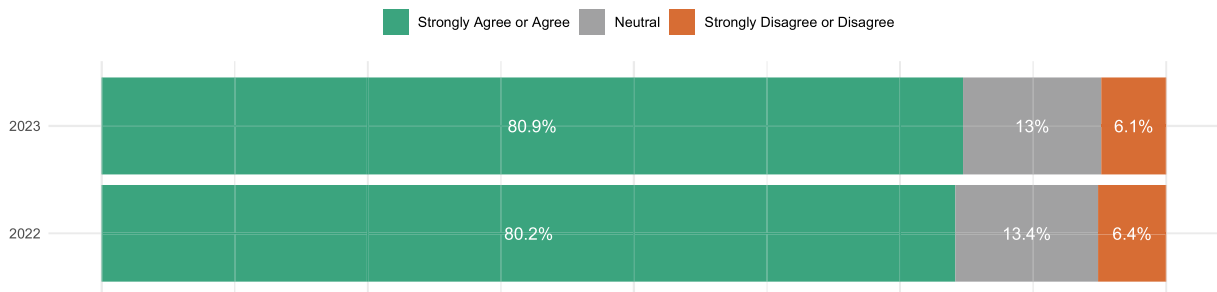
I feel included at my workplace.



I have applied innovation in how I approach my work.



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

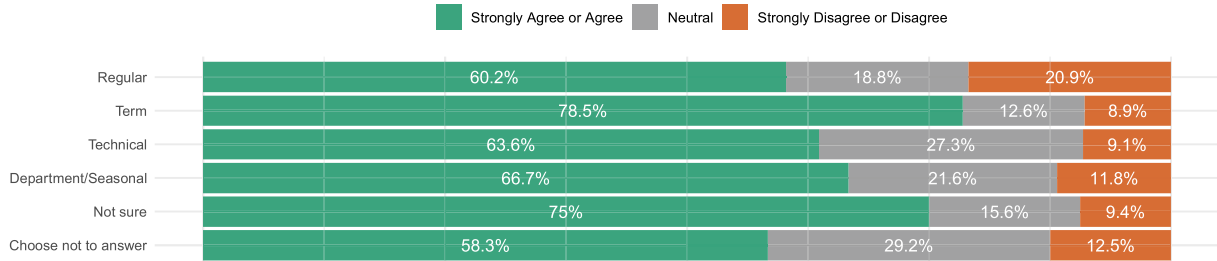


Survey Responses by Demographic

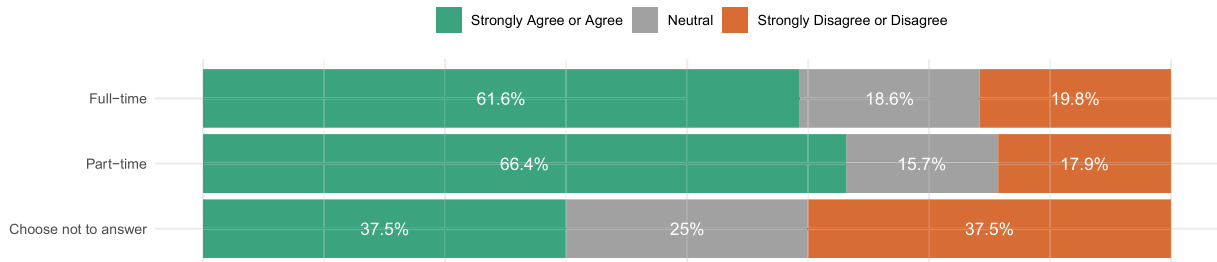
Capacity

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

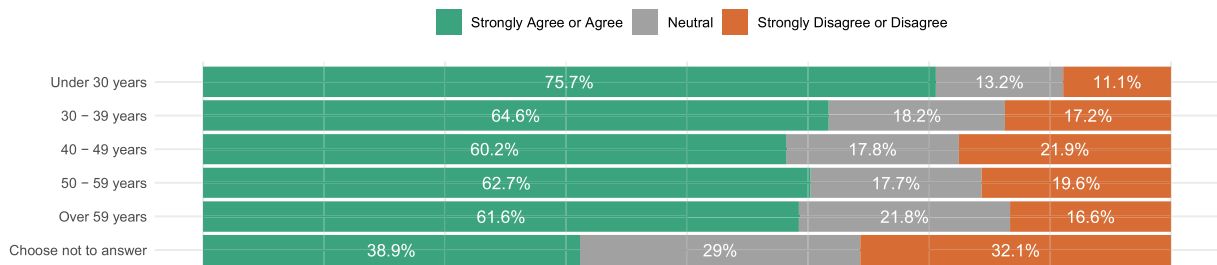
Work Arrangement



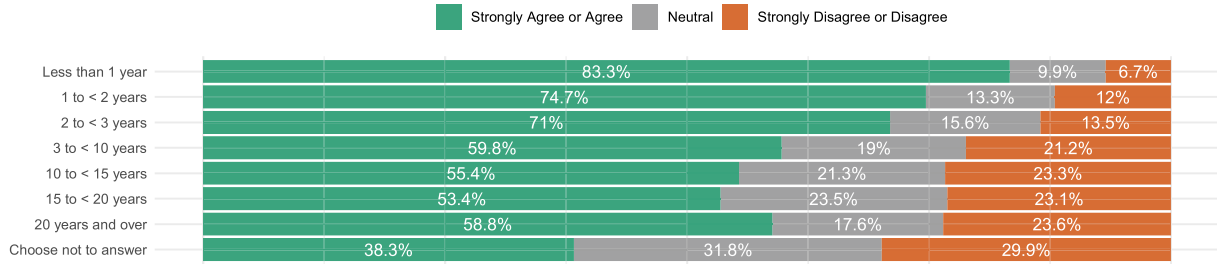
Work Schedule



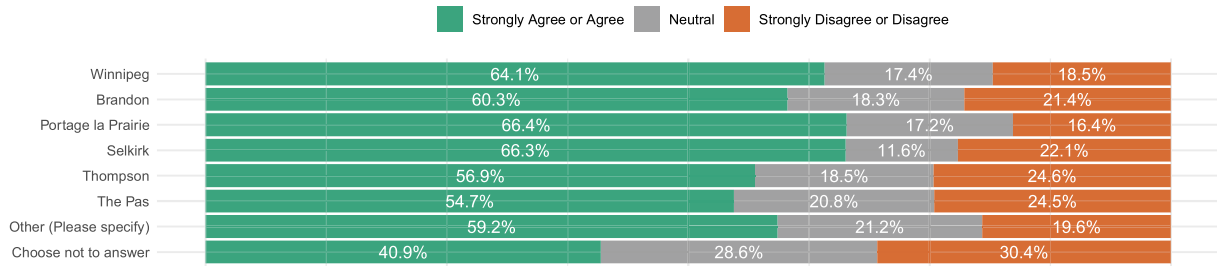
Age Group



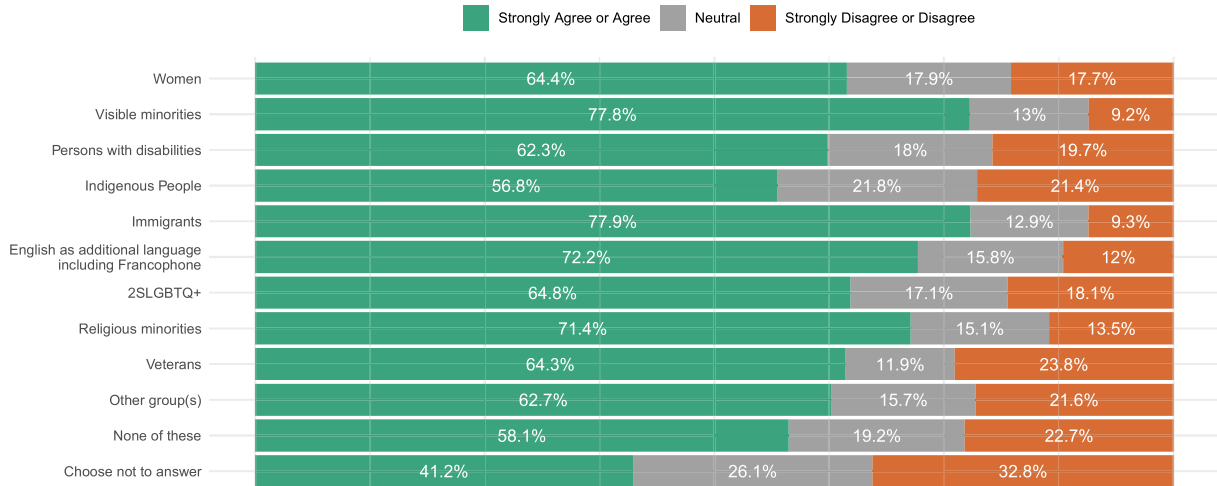
Years Worked



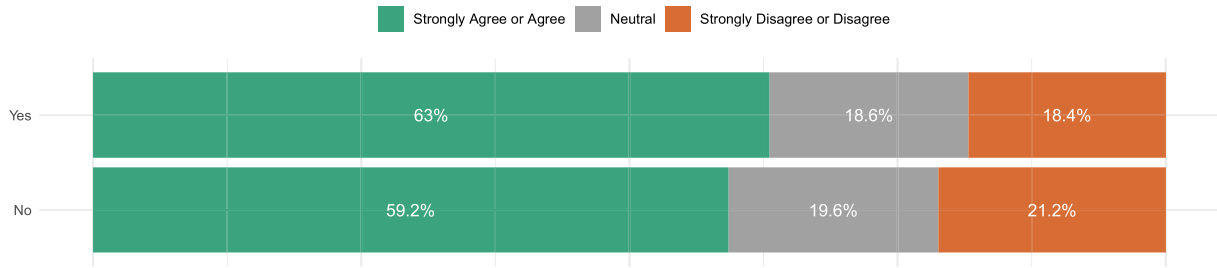
Location



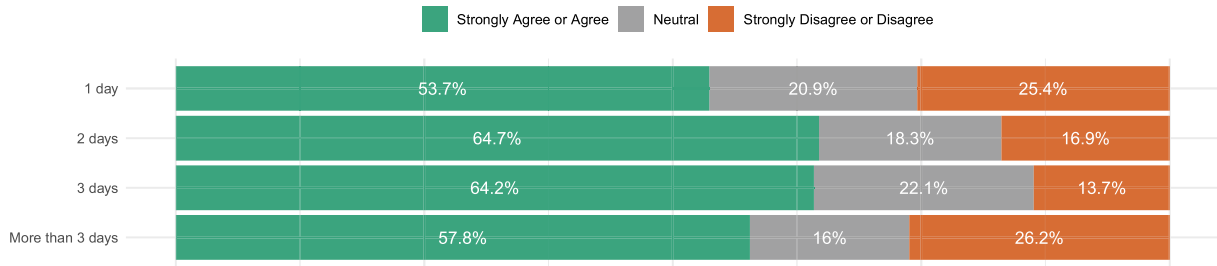
Equity Group



Remote Work

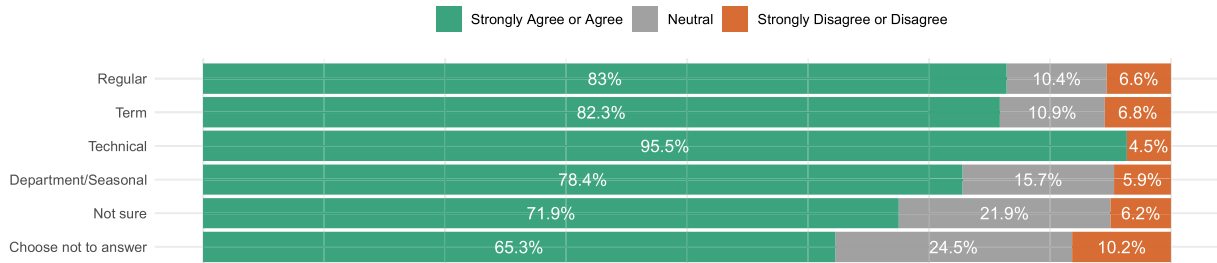


Remote Work Days

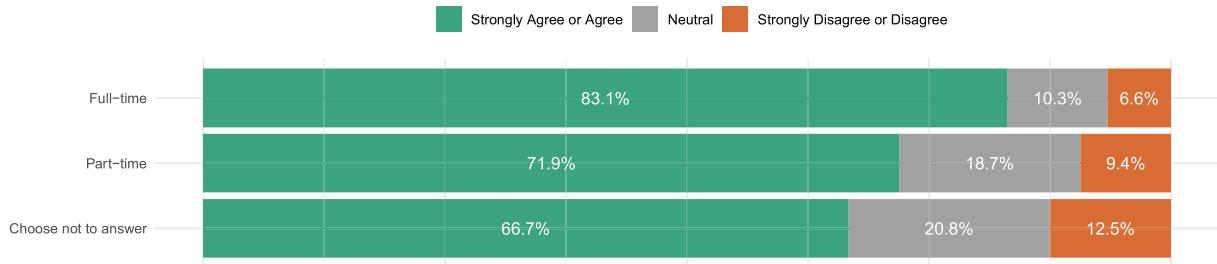


My job is a good fit with my skills and interests.

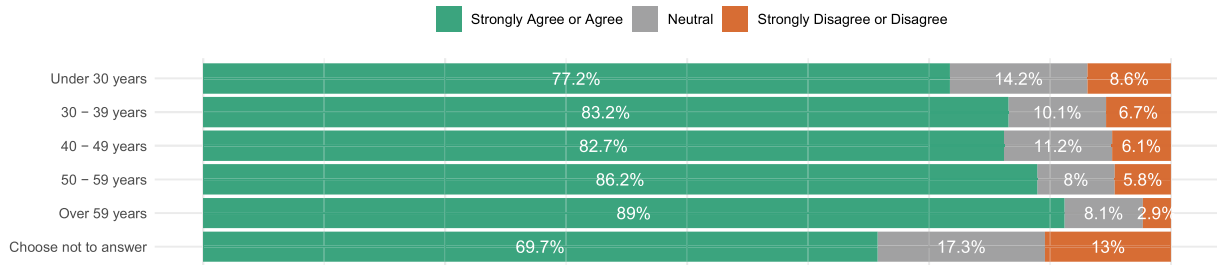
Work Arrangement



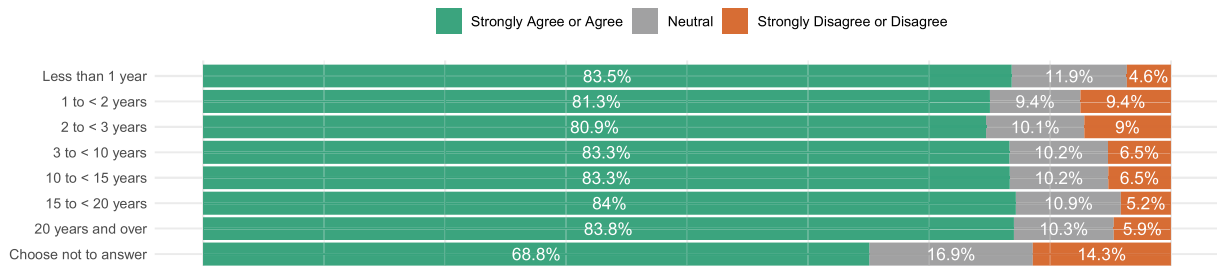
Work Schedule



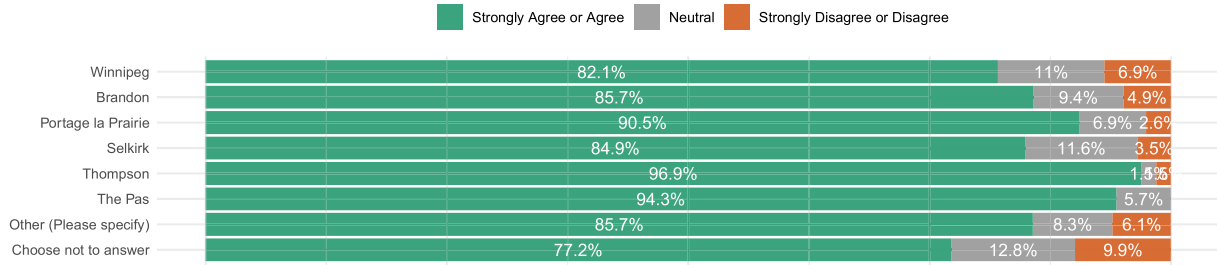
Age Group



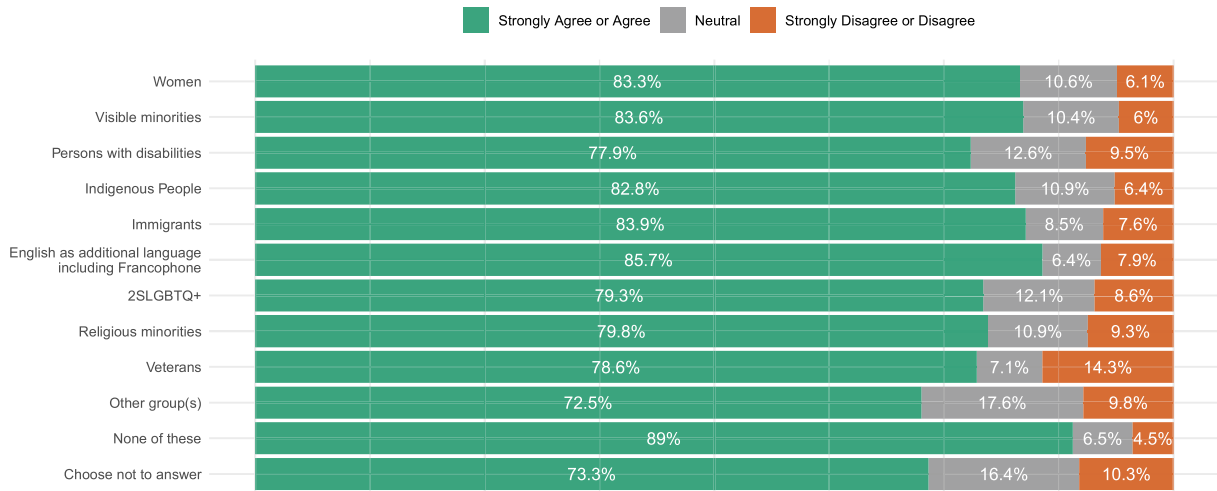
Years Worked



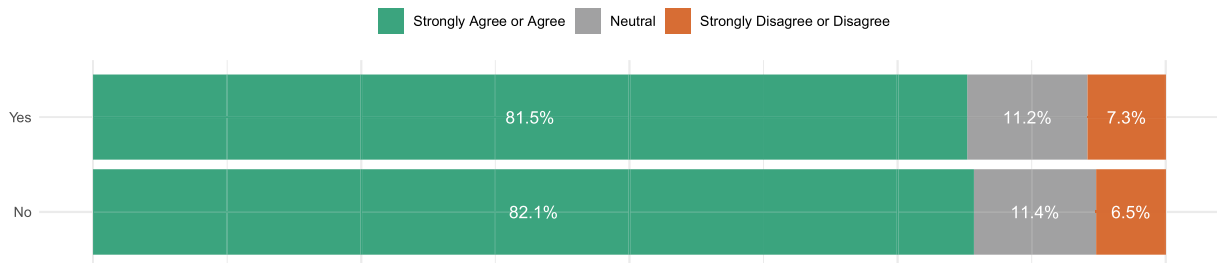
Location



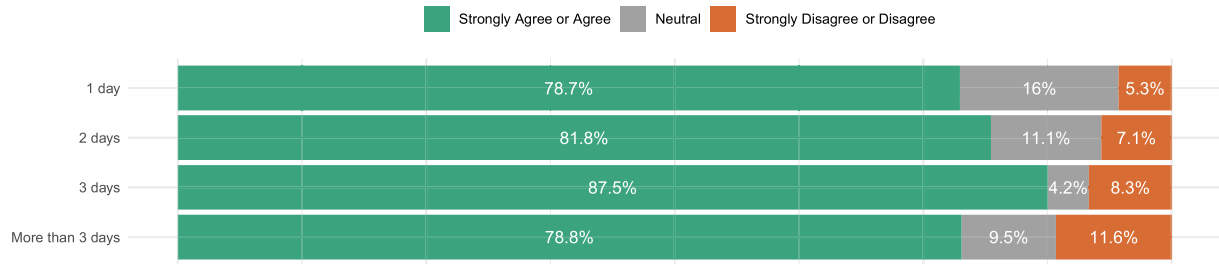
Equity Group



Remote Work



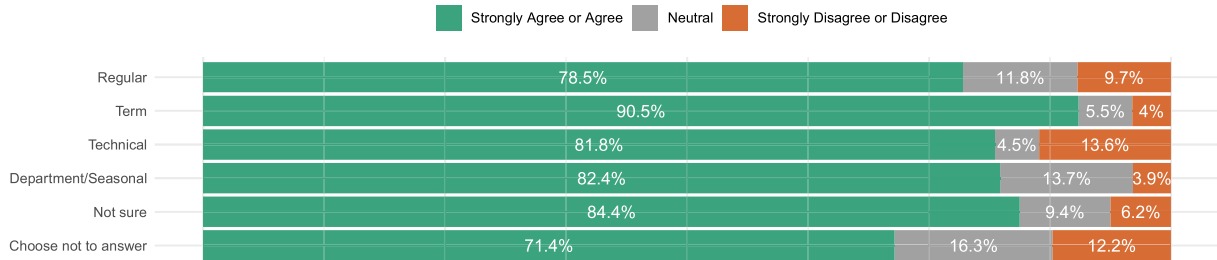
Remote Work Days



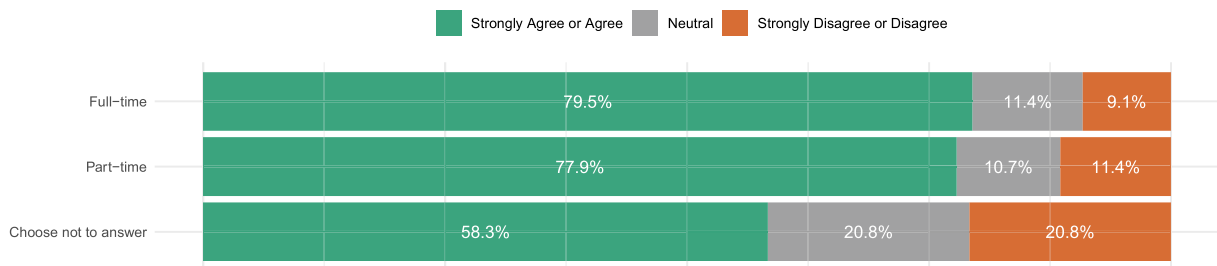
Culture

I am treated respectfully at work.

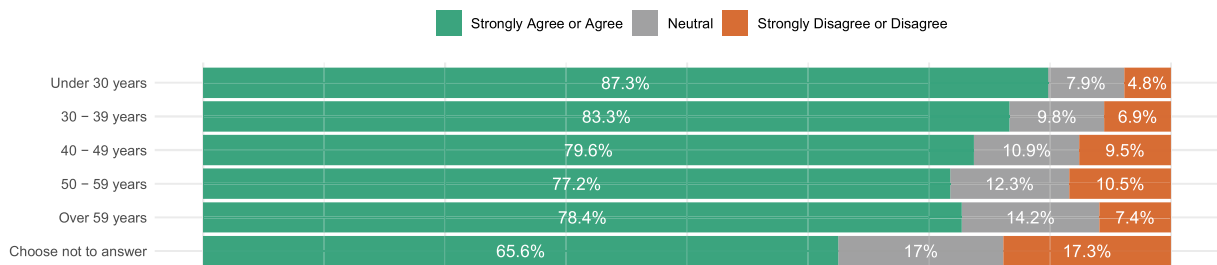
Work Arrangement



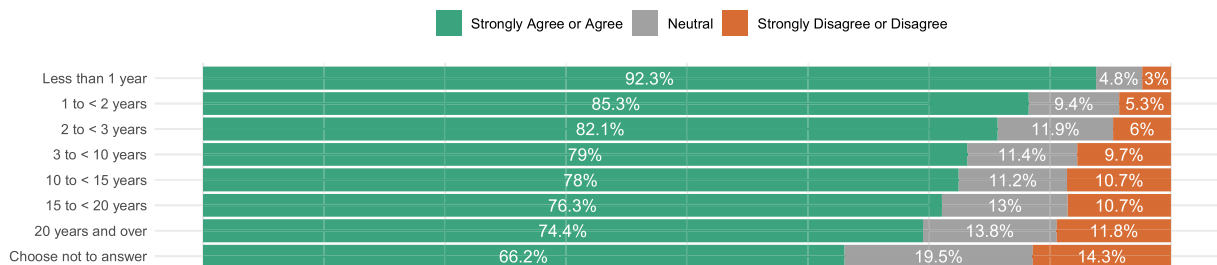
Work Schedule



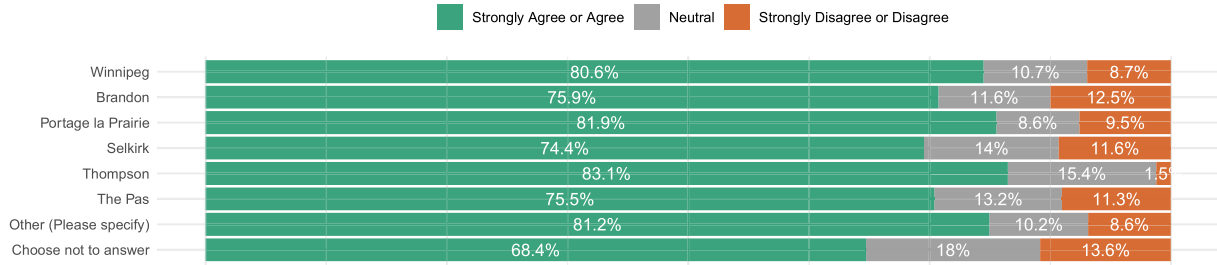
Age Group



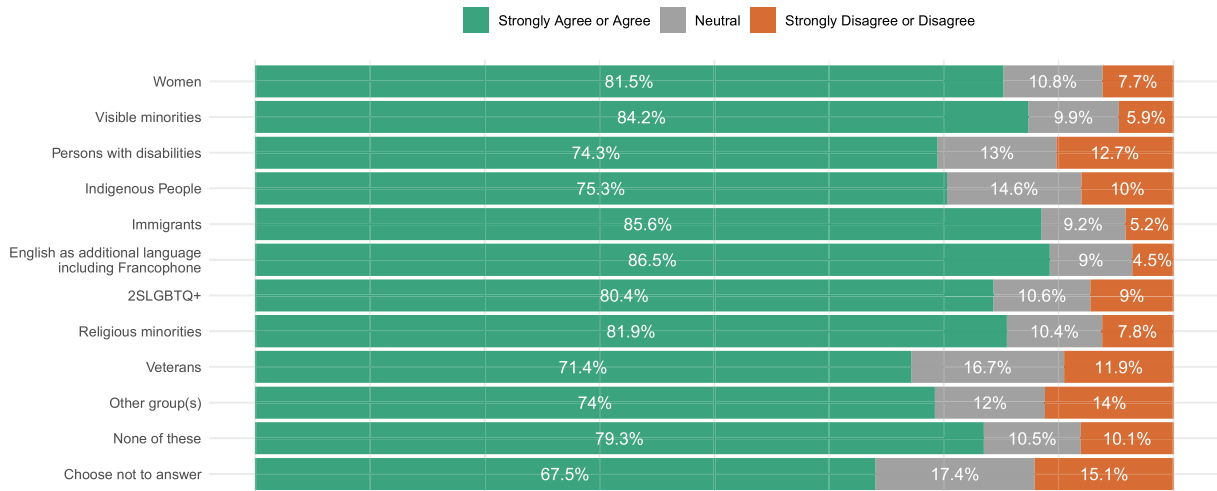
Years Worked



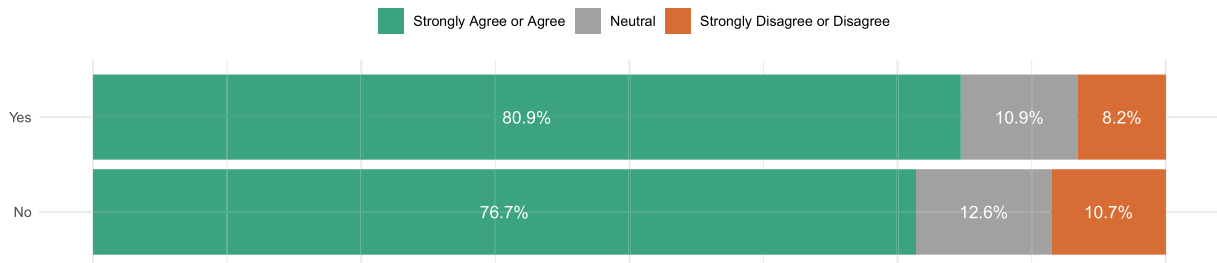
Location



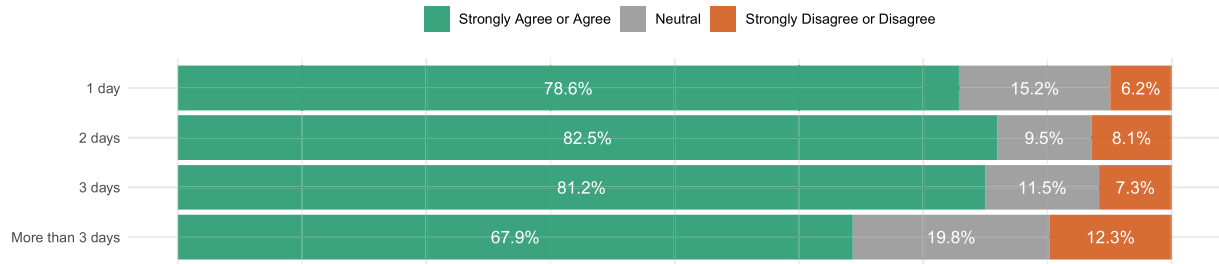
Equity Group



Remote Work

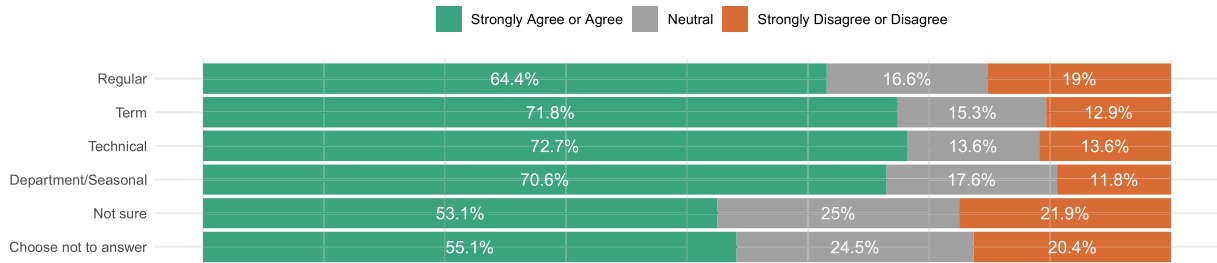


Remote Work Days

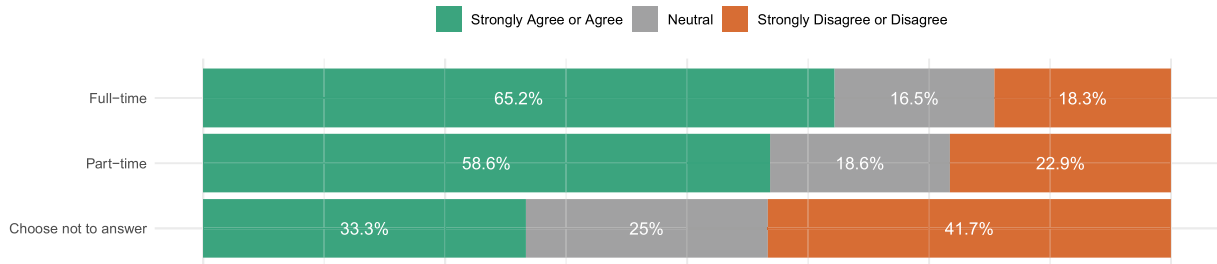


I have opportunities to provide input into decisions that affect my work.

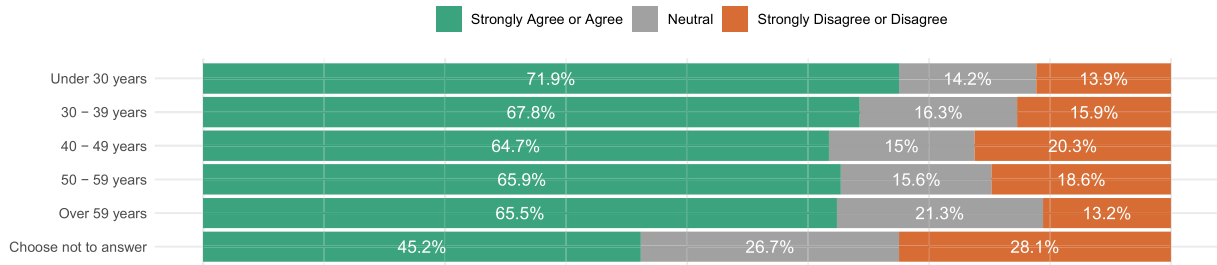
Work Arrangement



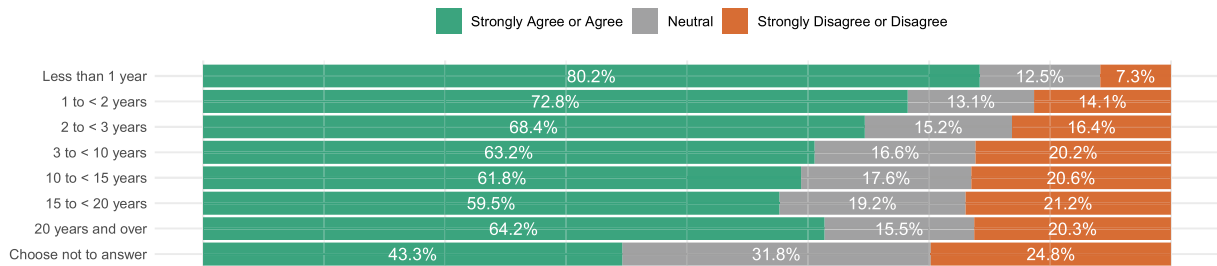
Work Schedule



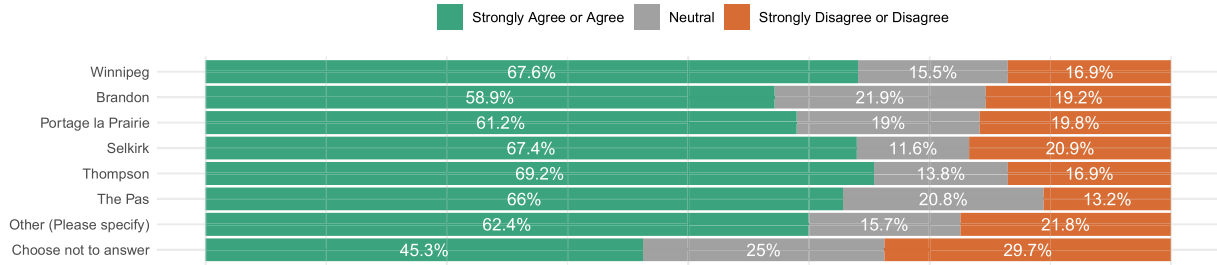
Age Group



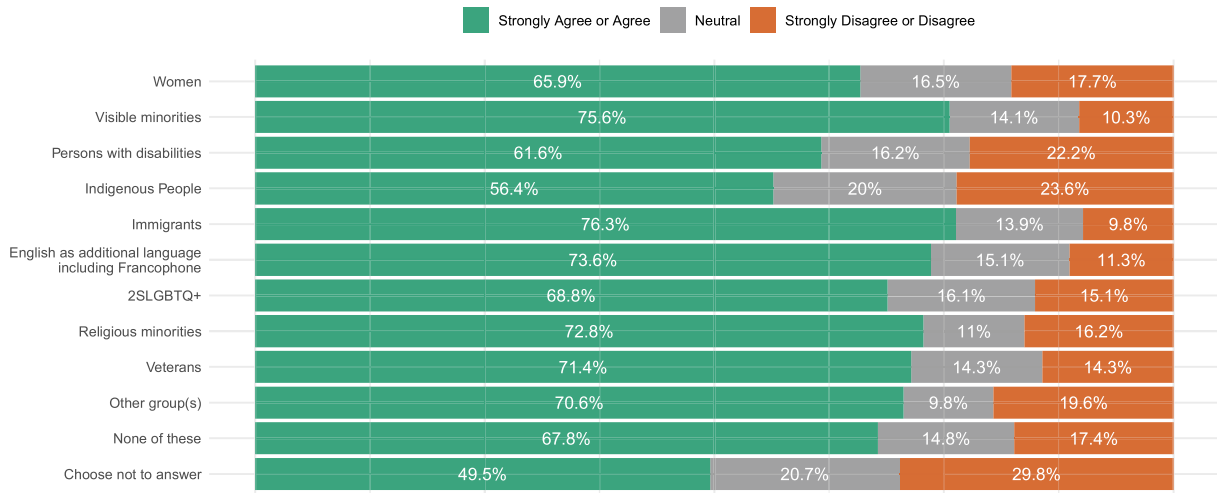
Years Worked



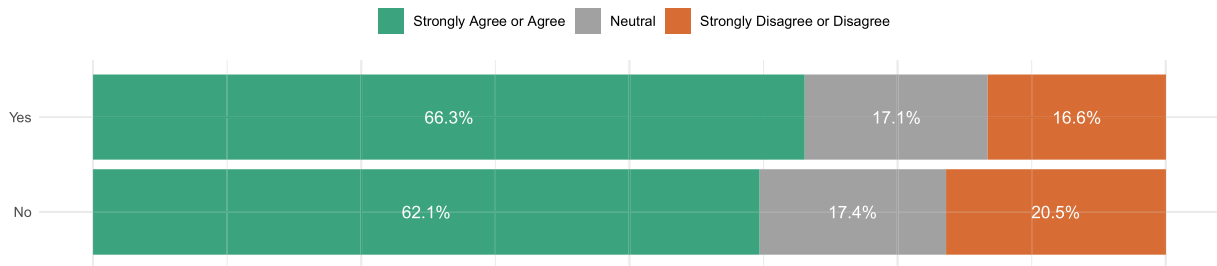
Location



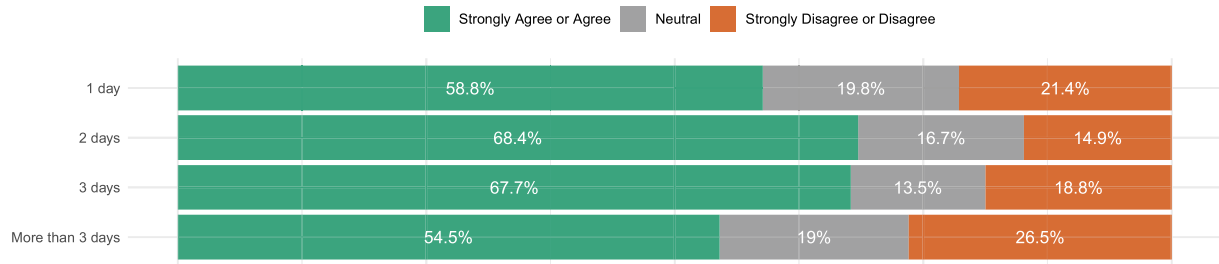
Equity Group



Remote Work

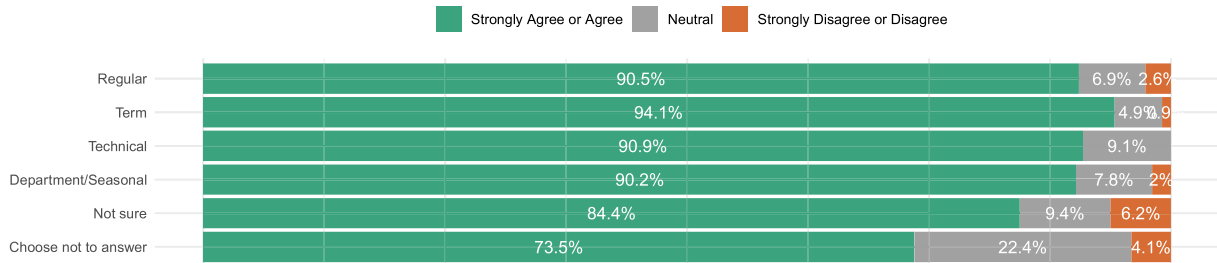


Remote Work Days

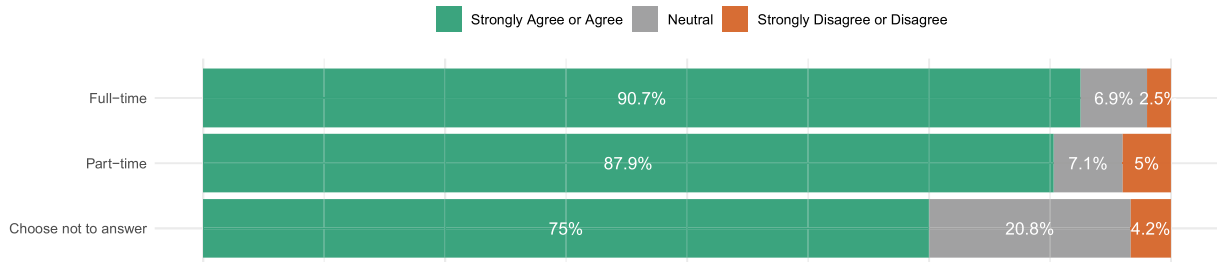


I have positive working relationships with my co-workers.

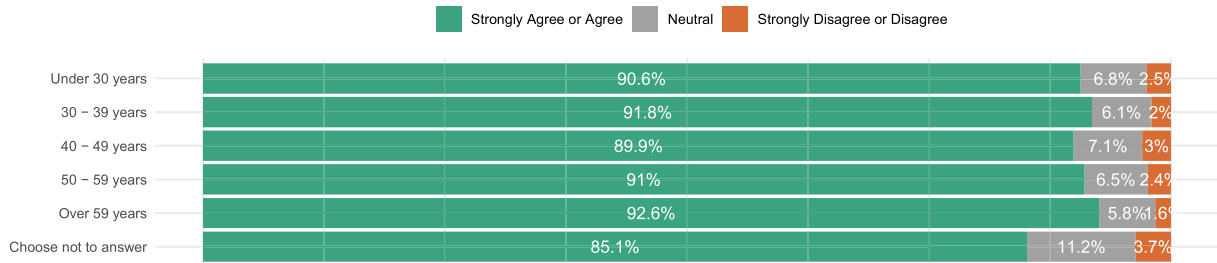
Work Arrangement



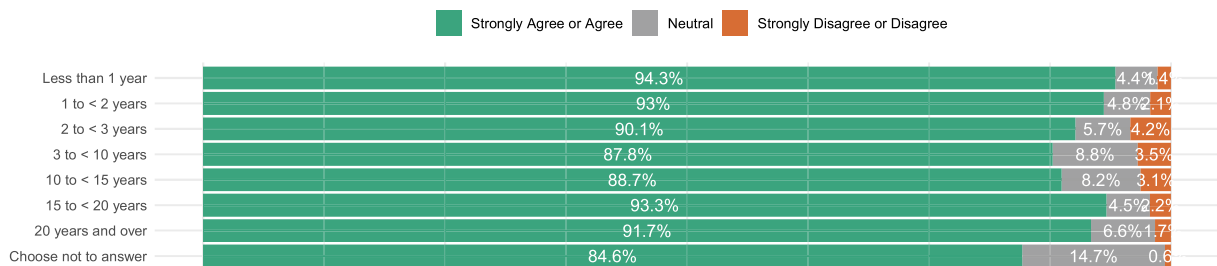
Work Schedule



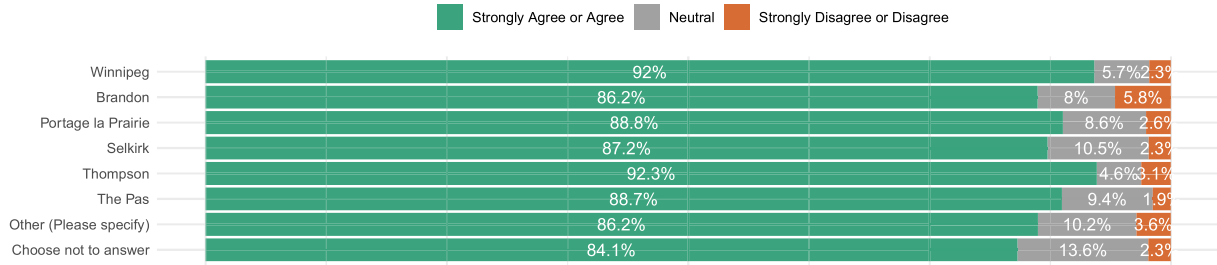
Age Group



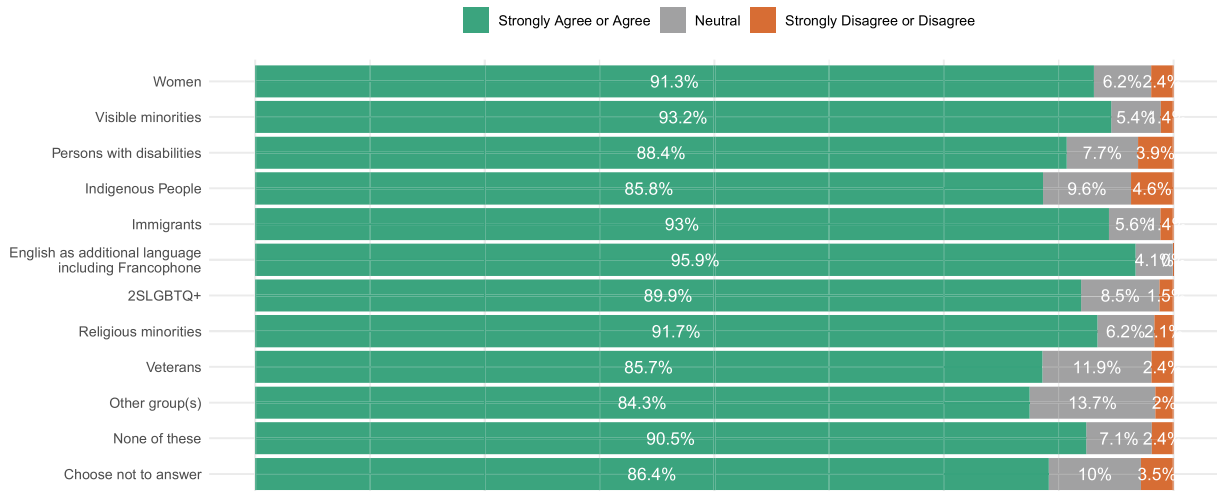
Years Worked



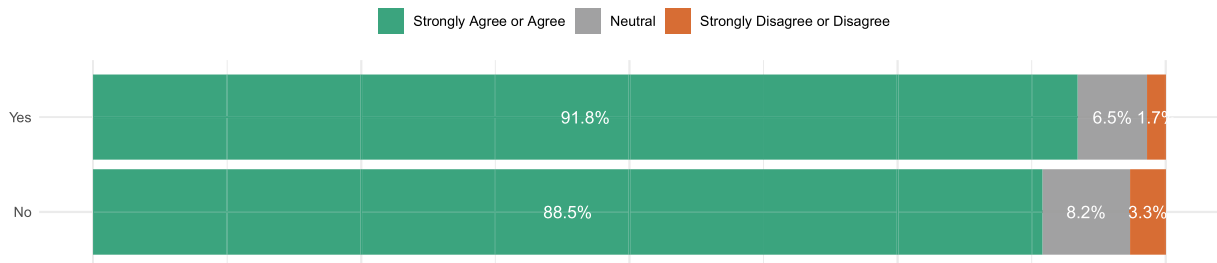
Location



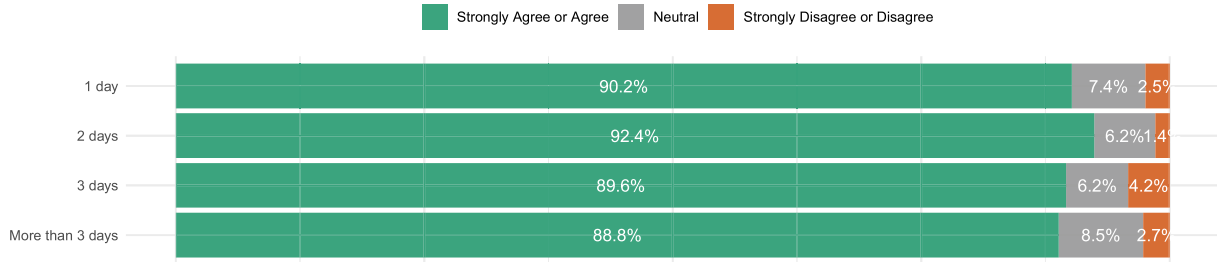
Equity Group



Remote Work

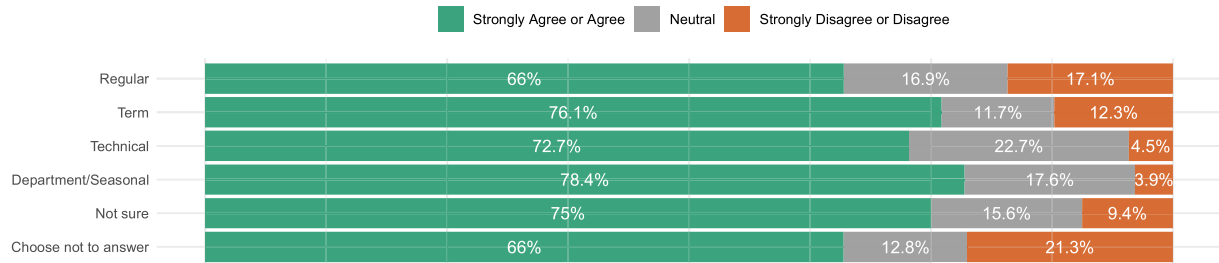


Remote Work Days

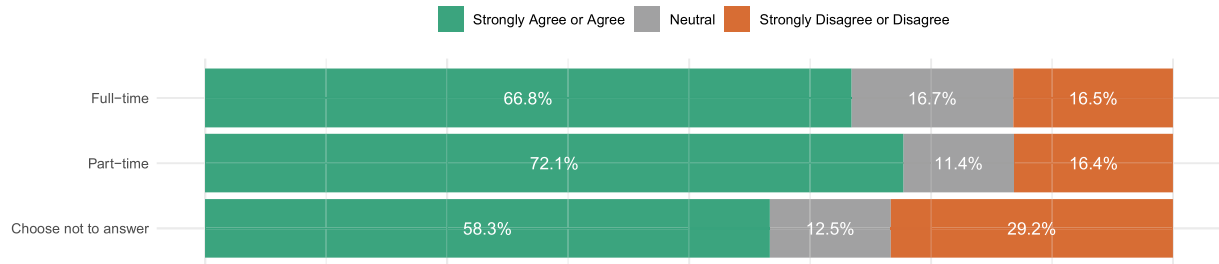


I have support at work to balance my work and personal life.

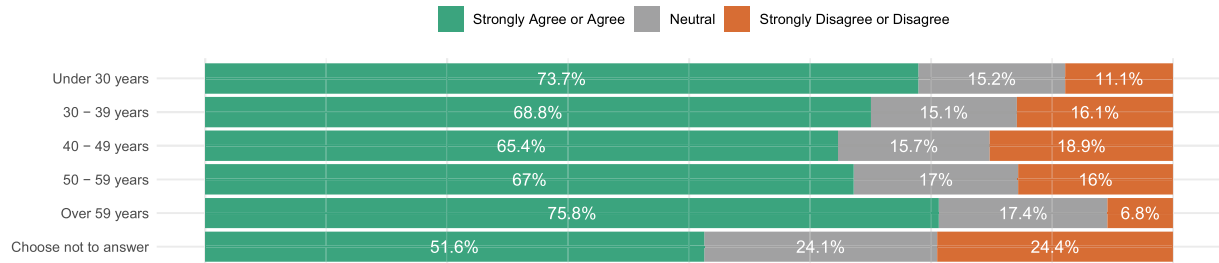
Work Arrangement



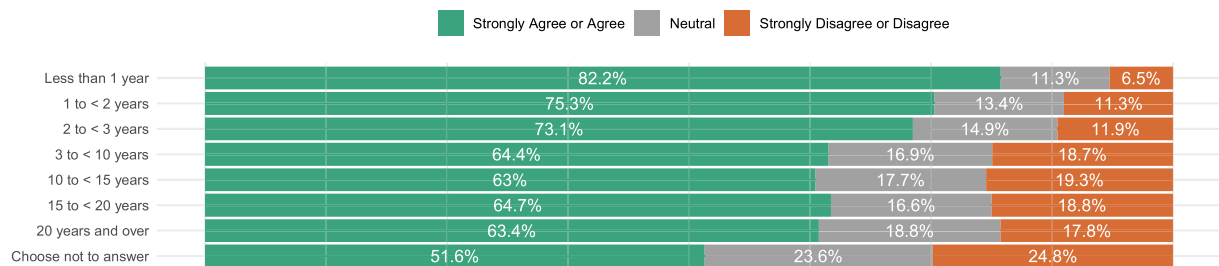
Work Schedule



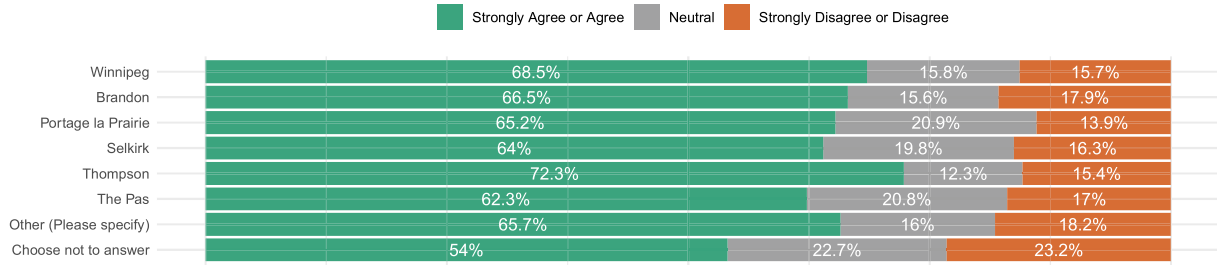
Age Group



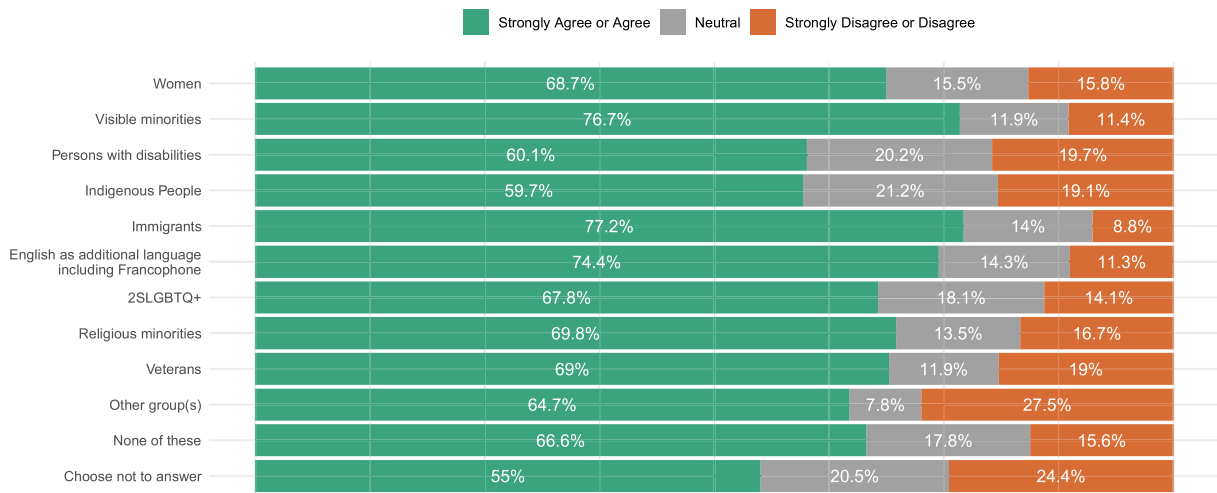
Years Worked



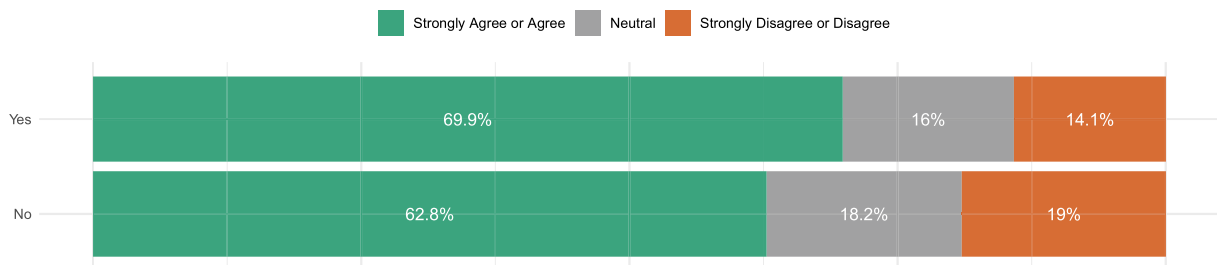
Location



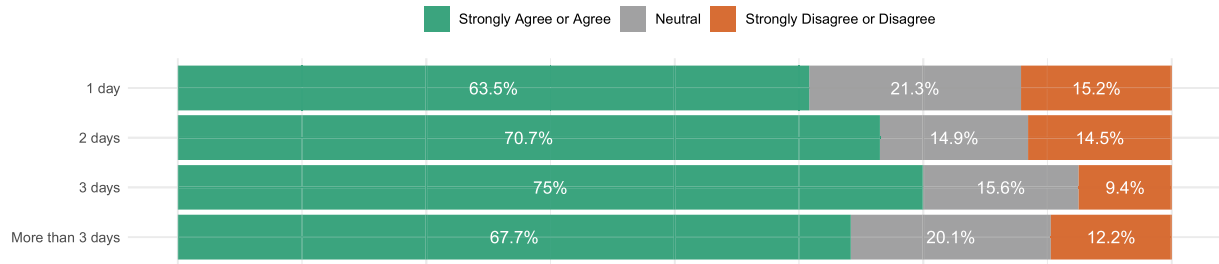
Equity Group



Remote Work

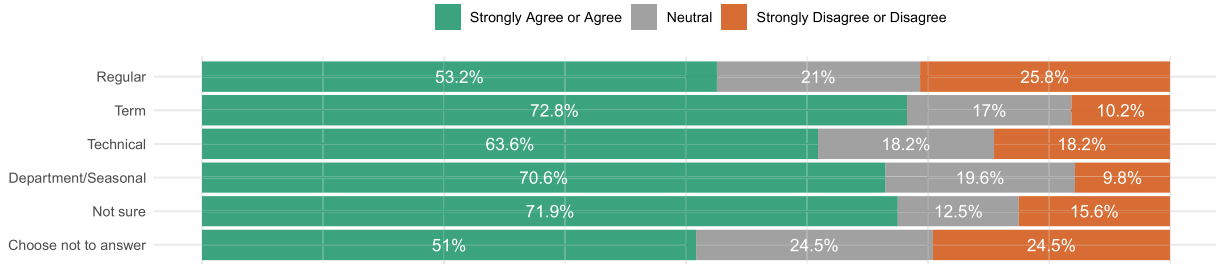


Remote Work Days

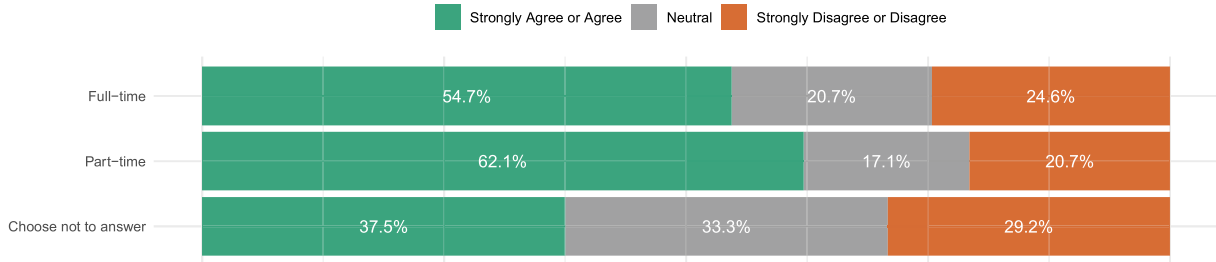


I receive meaningful recognition for work well done.

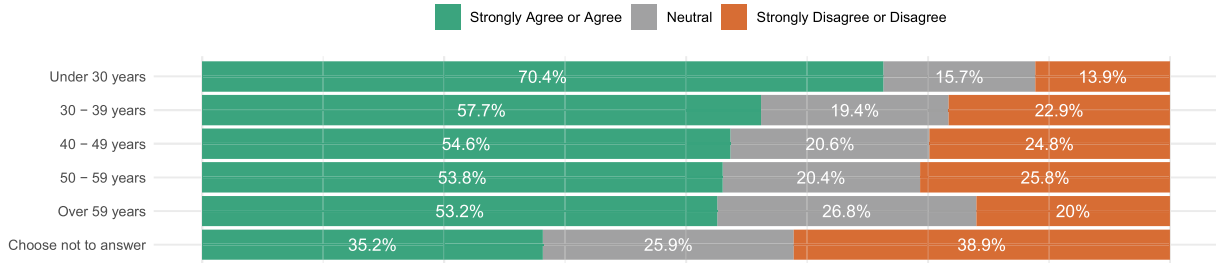
Work Arrangement



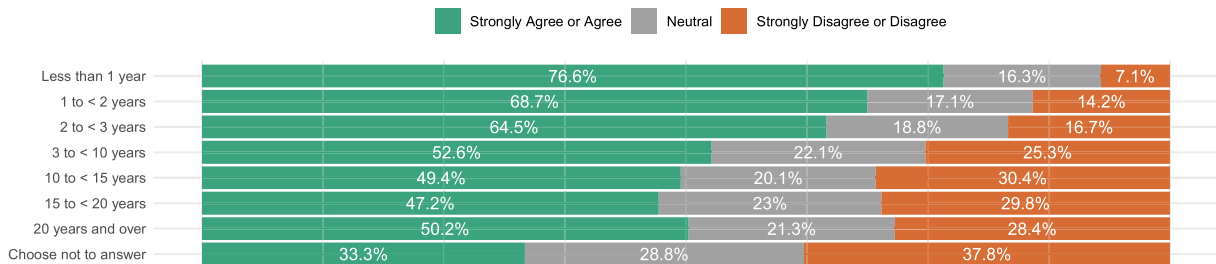
Work Schedule



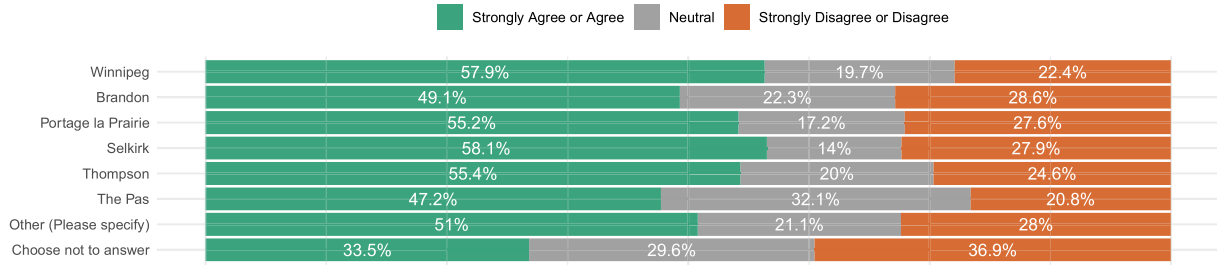
Age Group



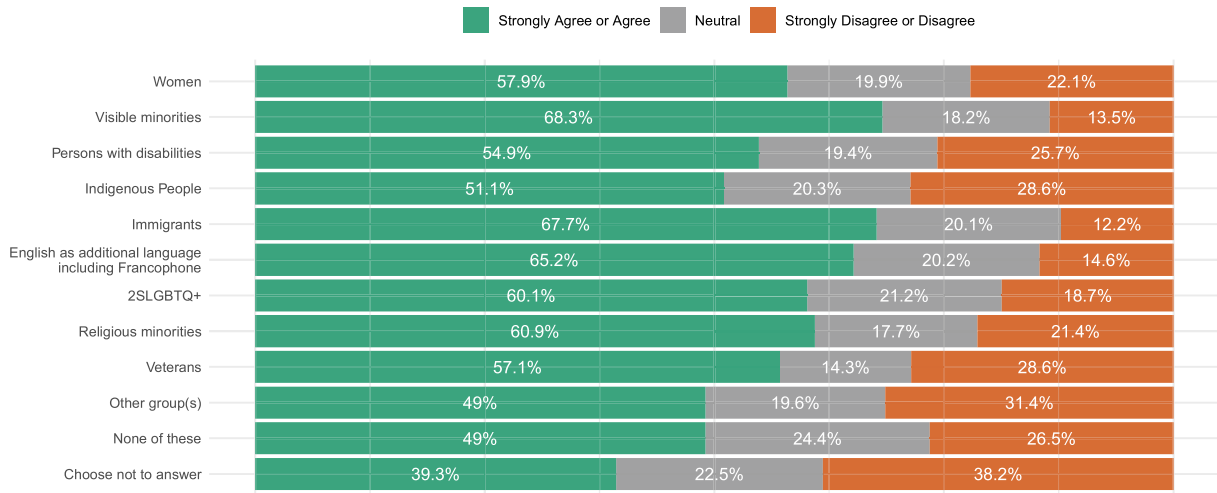
Years Worked



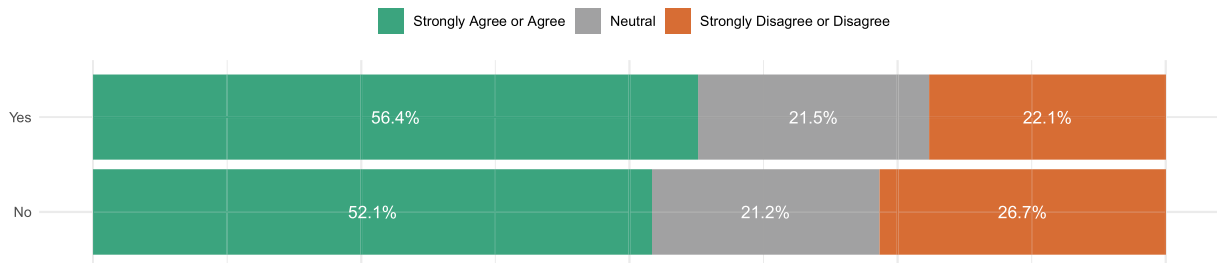
Location



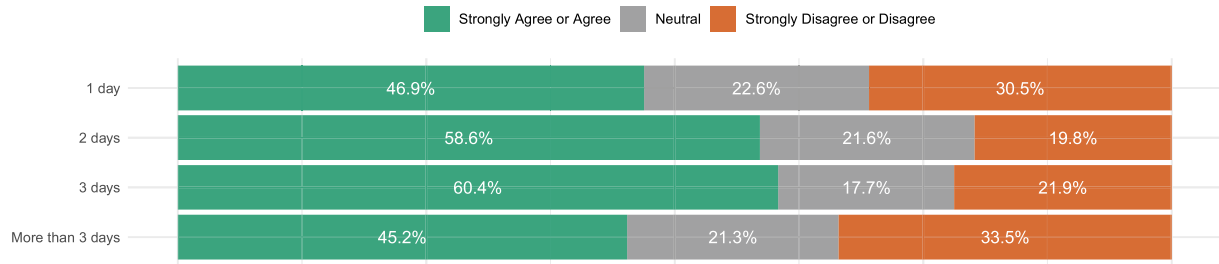
Equity Group



Remote Work

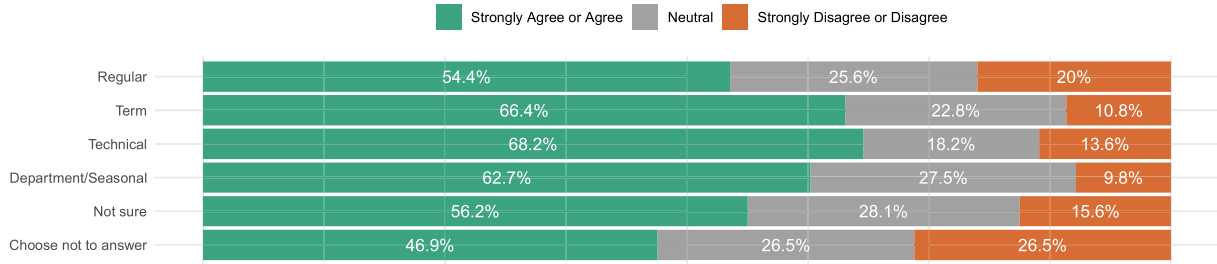


Remote Work Days

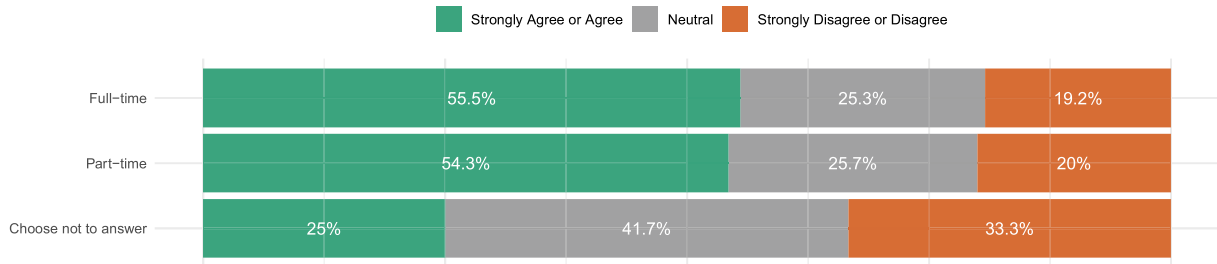


Innovation is valued in my work.

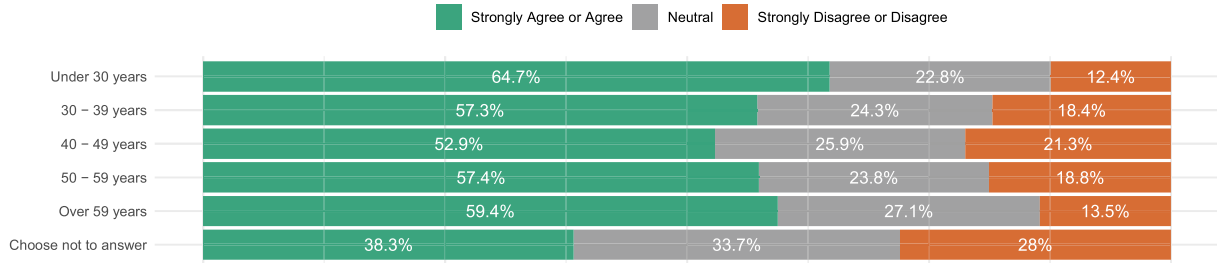
Work Arrangement



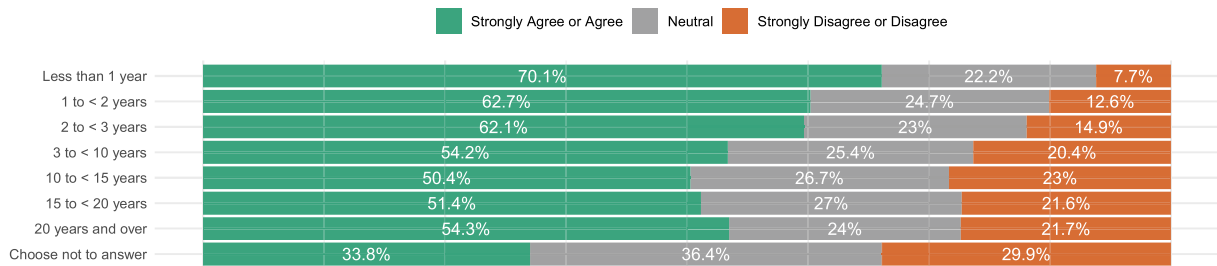
Work Schedule



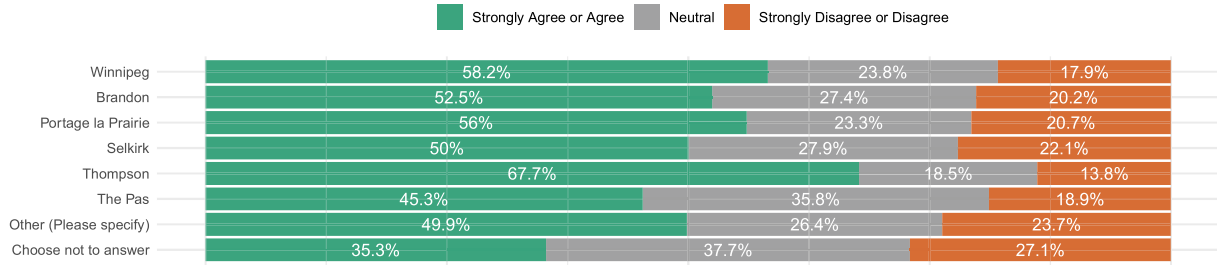
Age Group



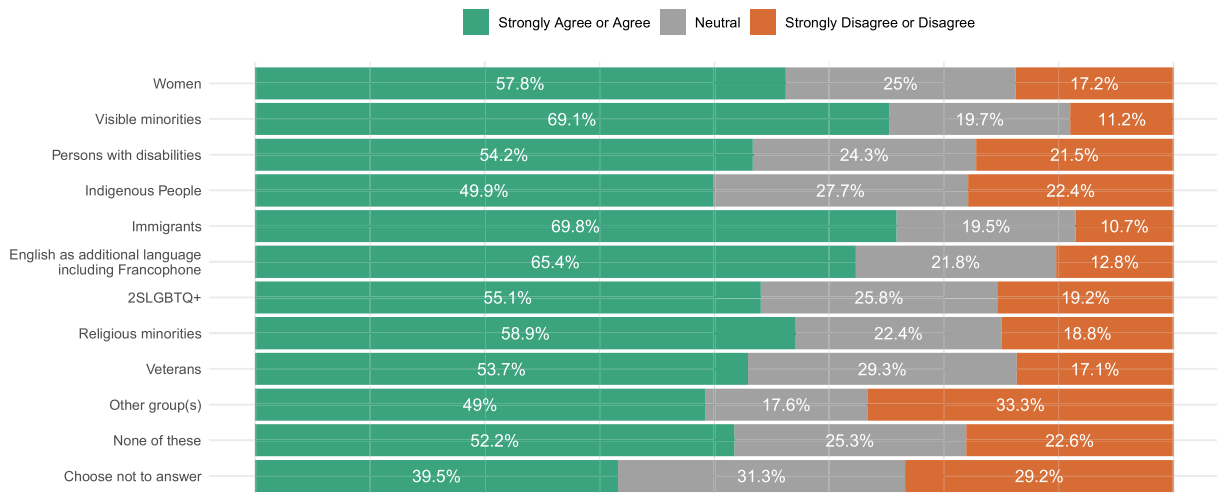
Years Worked



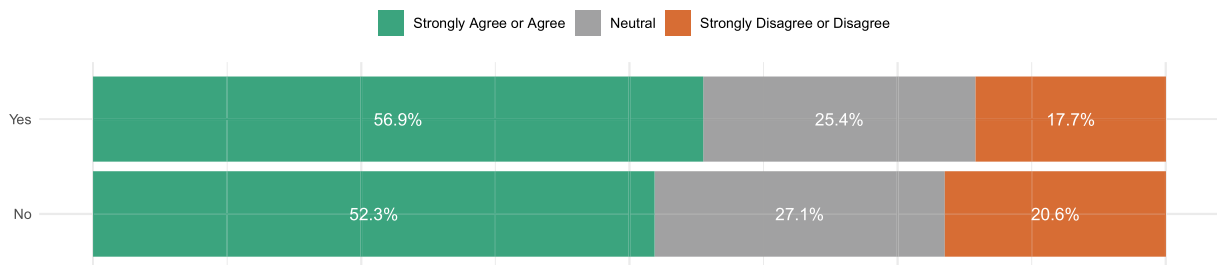
Location



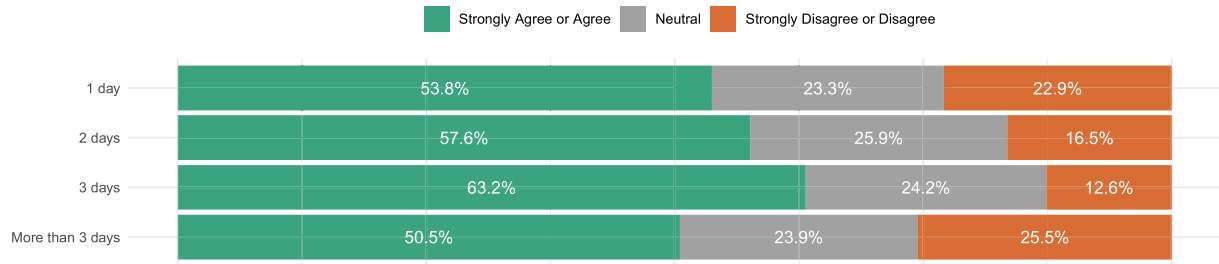
Equity Group



Remote Work



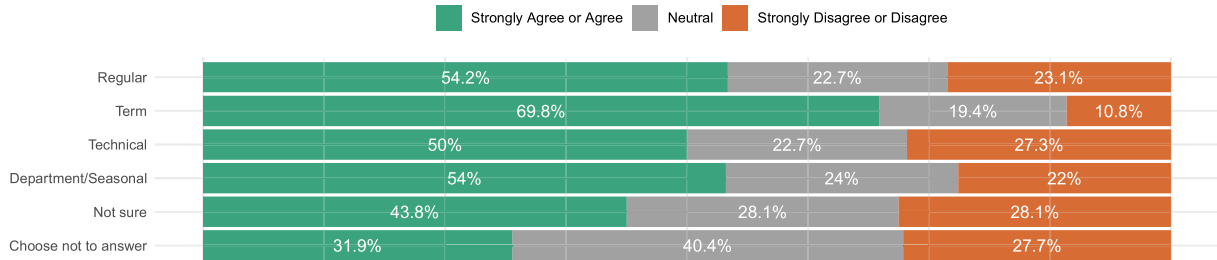
Remote Work Days



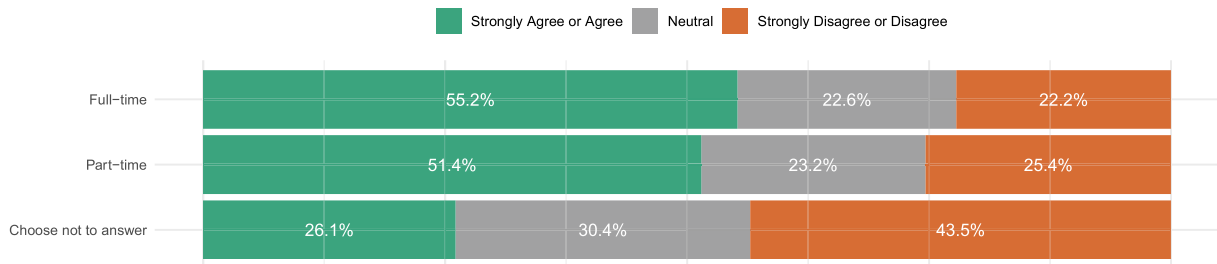
Talent

I have opportunities for career growth within the Manitoba Government.

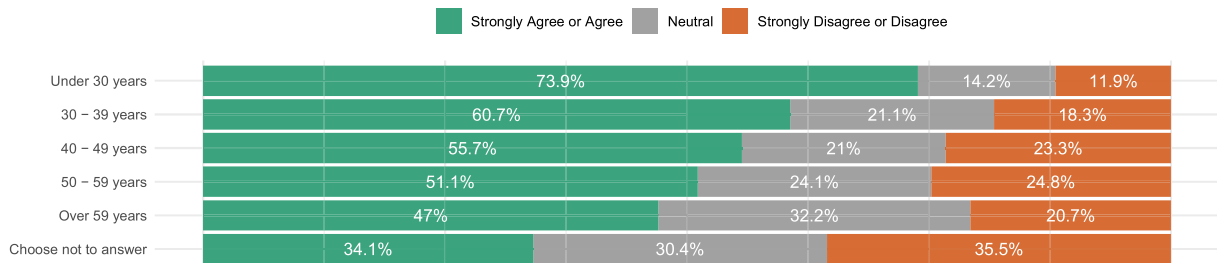
Work Arrangement



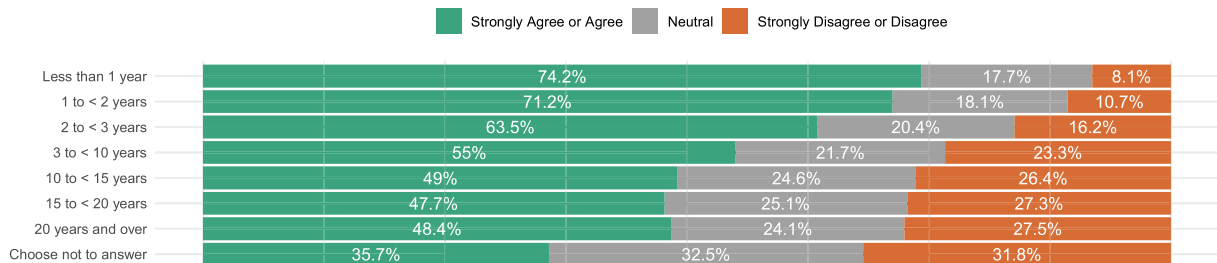
Work Schedule



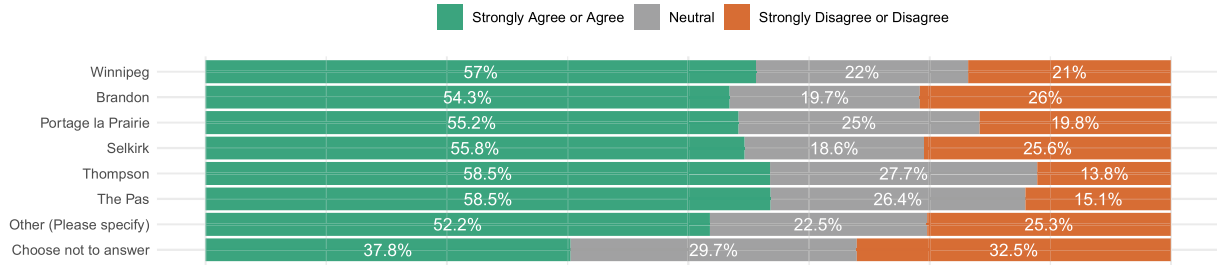
Age Group



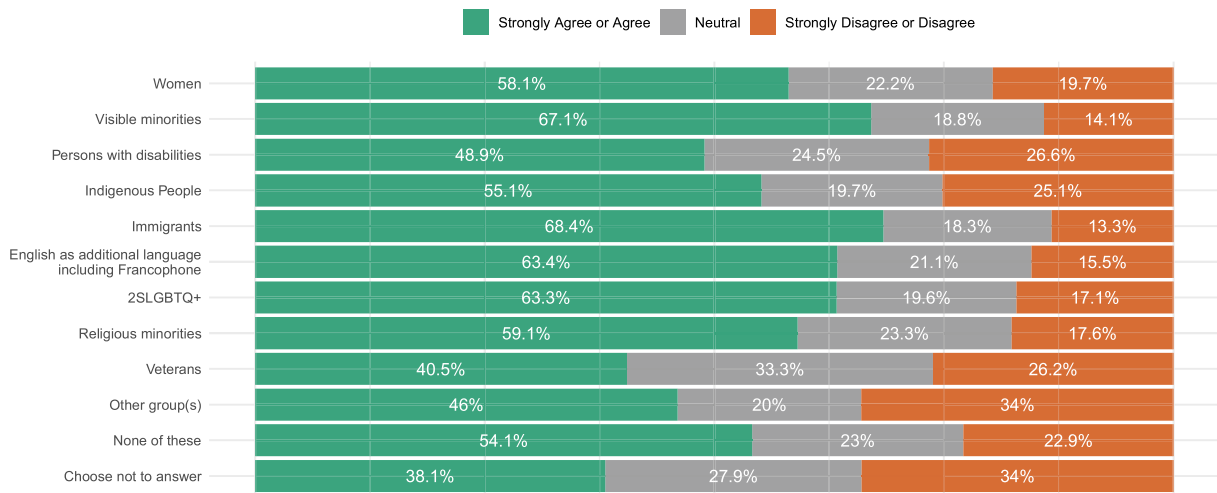
Years Worked



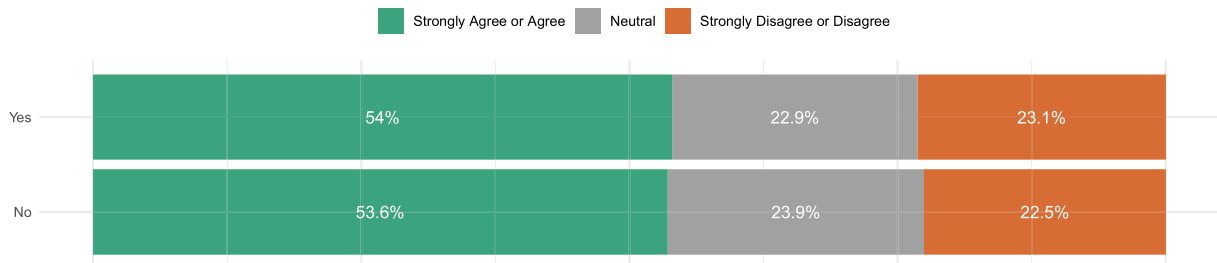
Location



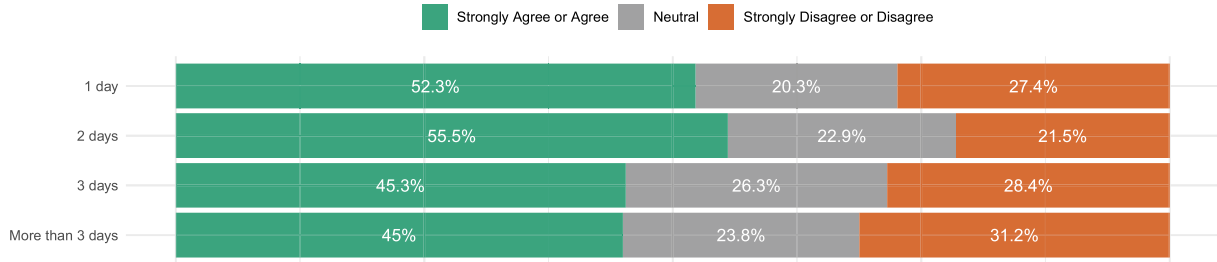
Equity Group



Remote Work

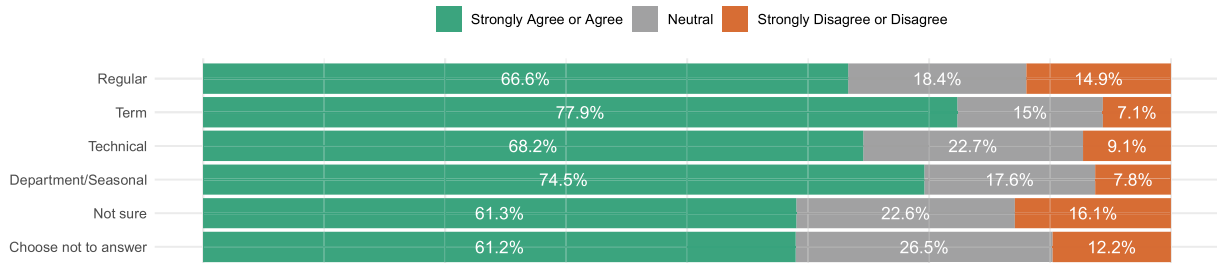


Remote Work Days

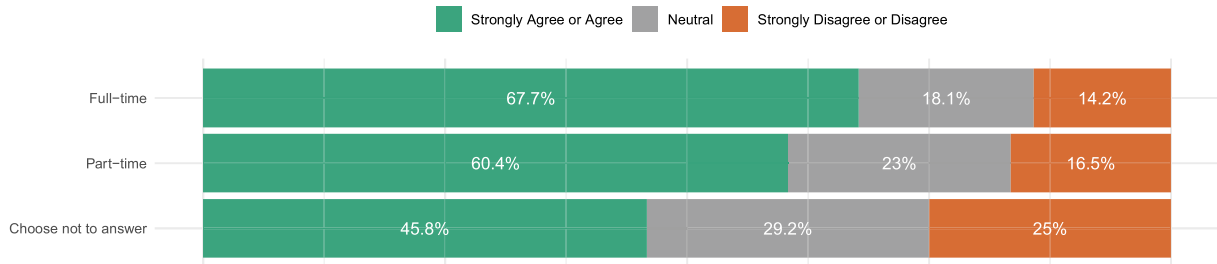


My organization supports my work-related learning and development.

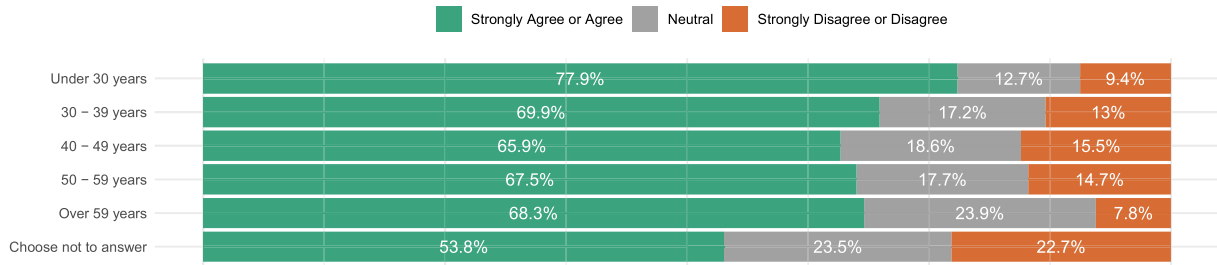
Work Arrangement



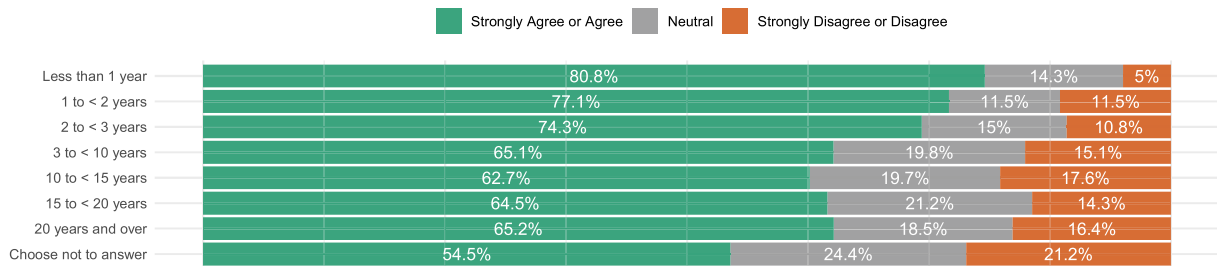
Work Schedule



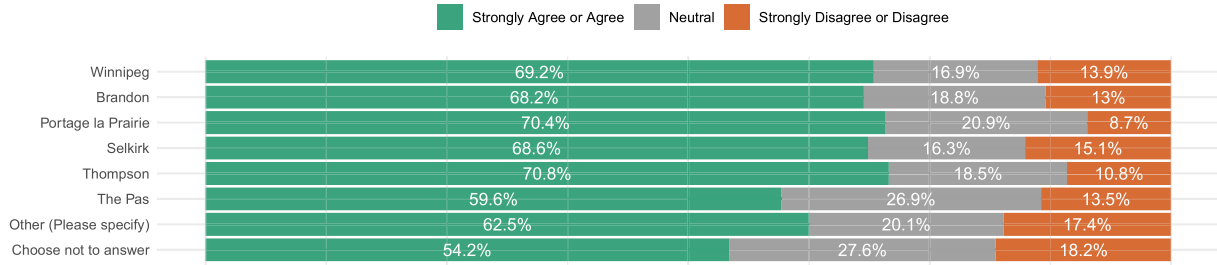
Age Group



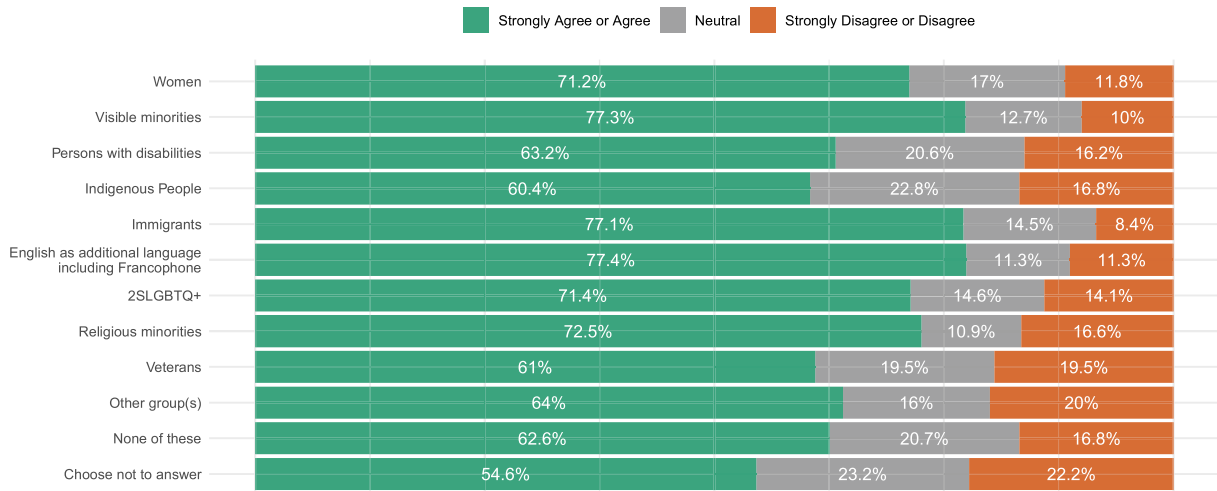
Years Worked



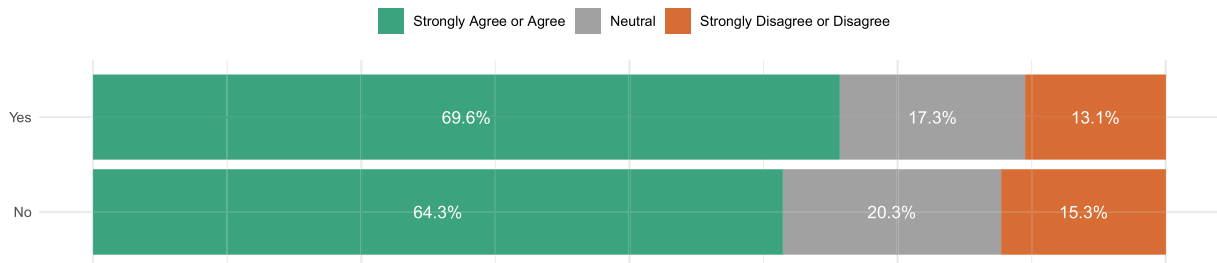
Location



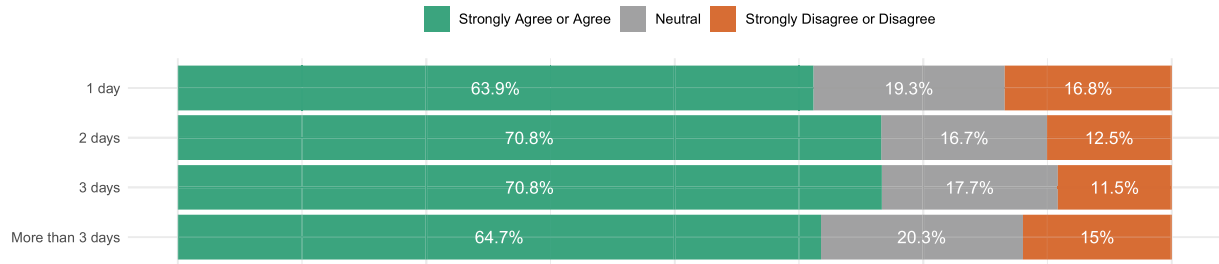
Equity Group



Remote Work



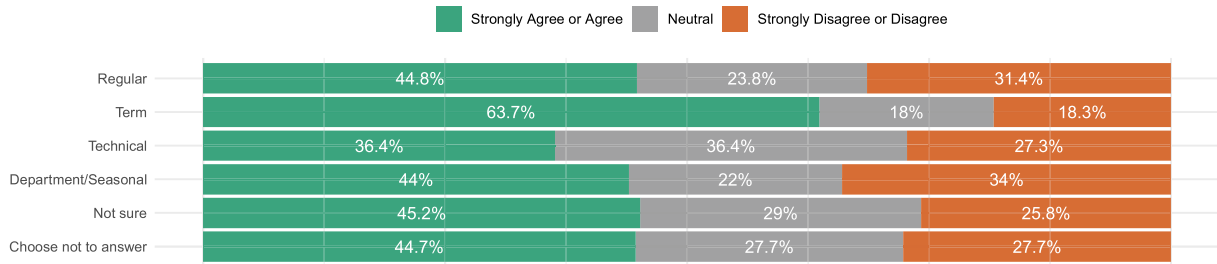
Remote Work Days



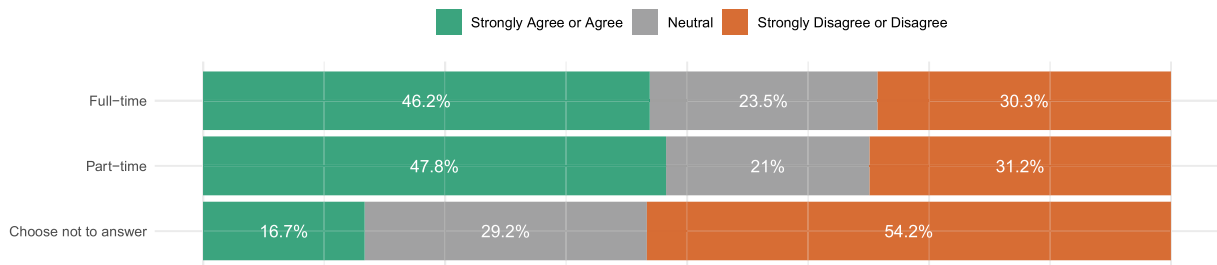
Leadership

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.)

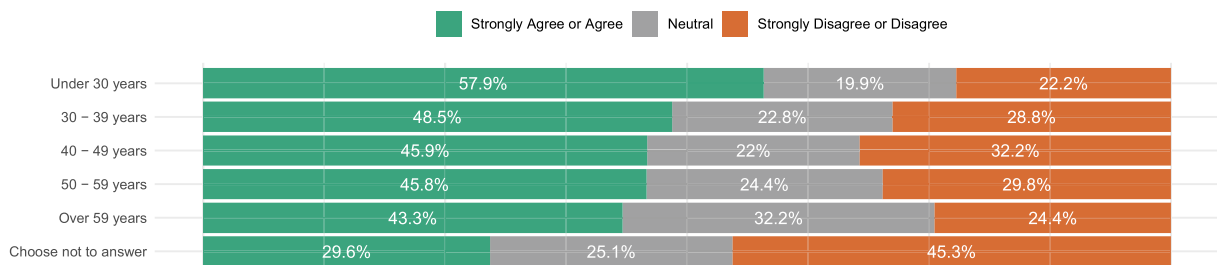
Work Arrangement



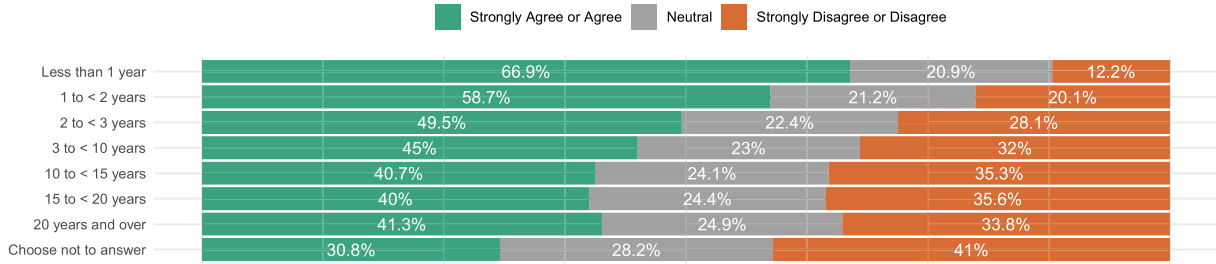
Work Schedule



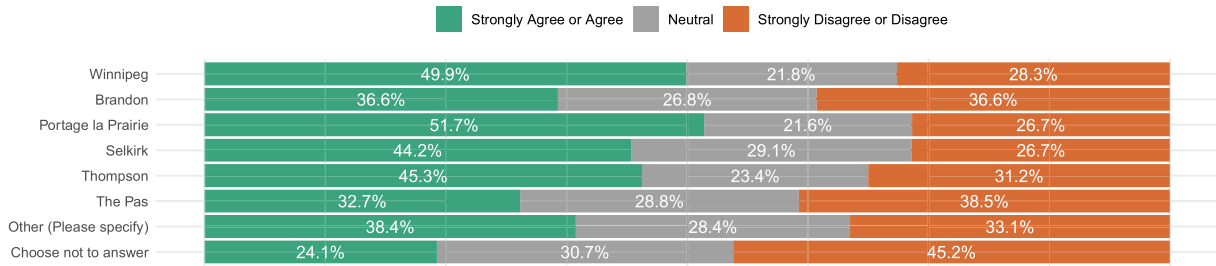
Age Group



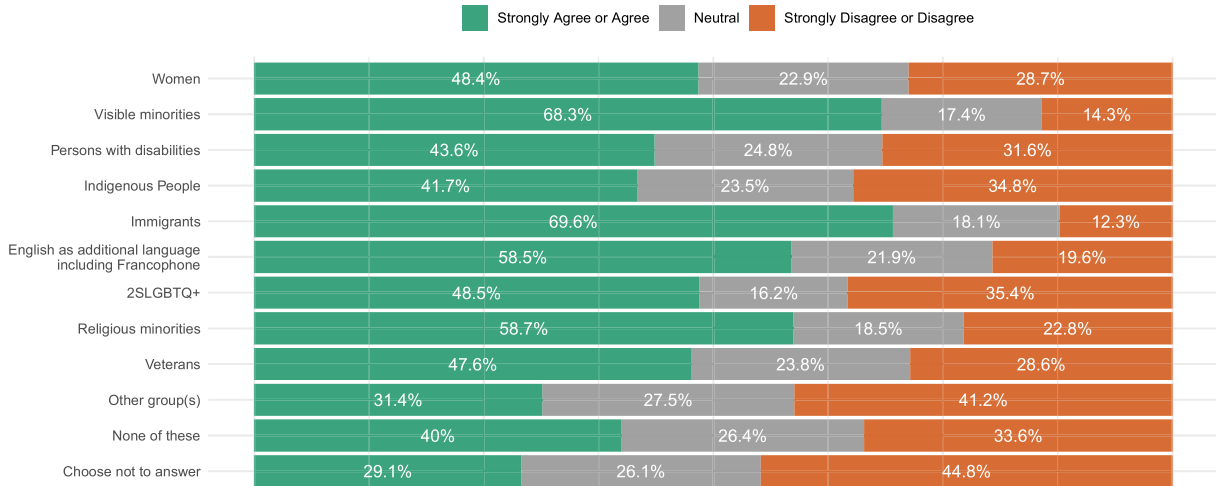
Years Worked



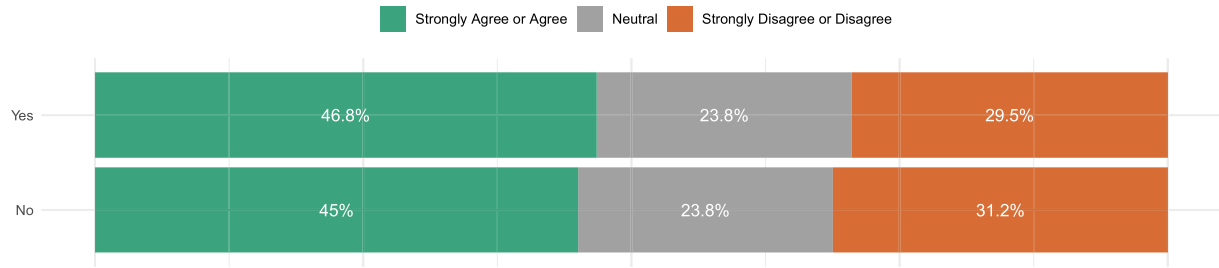
Location



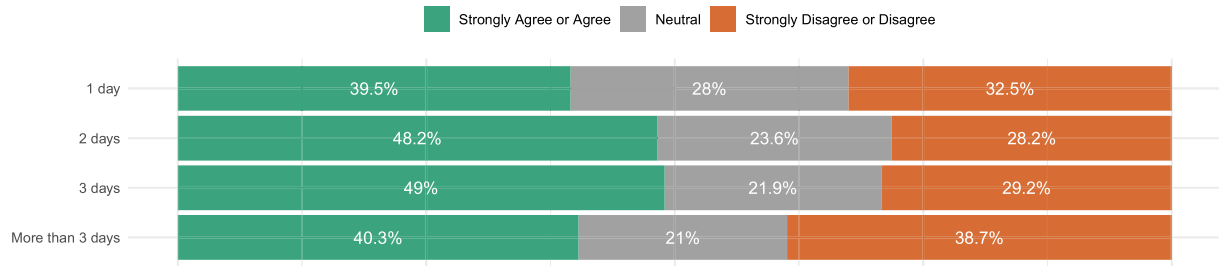
Equity Group



Remote Work

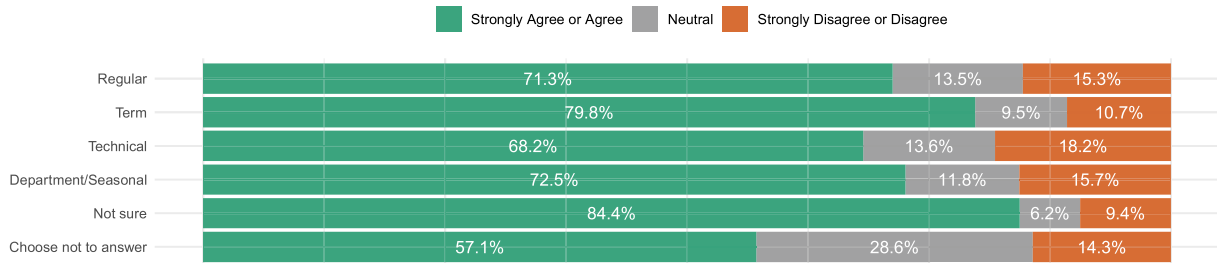


Remote Work Days

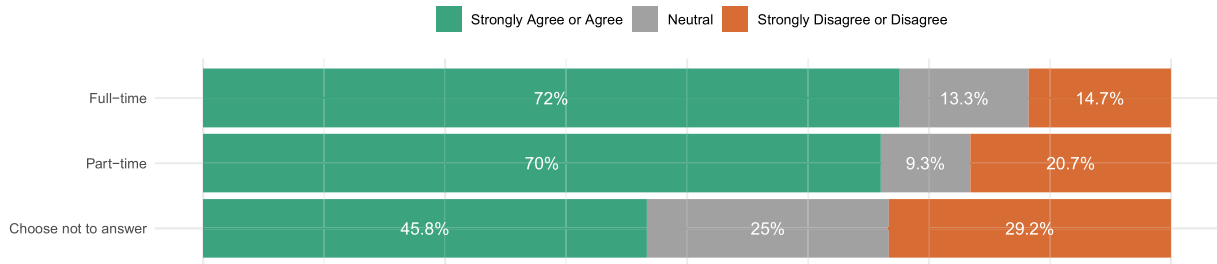


I am satisfied with the quality of supervision I receive.

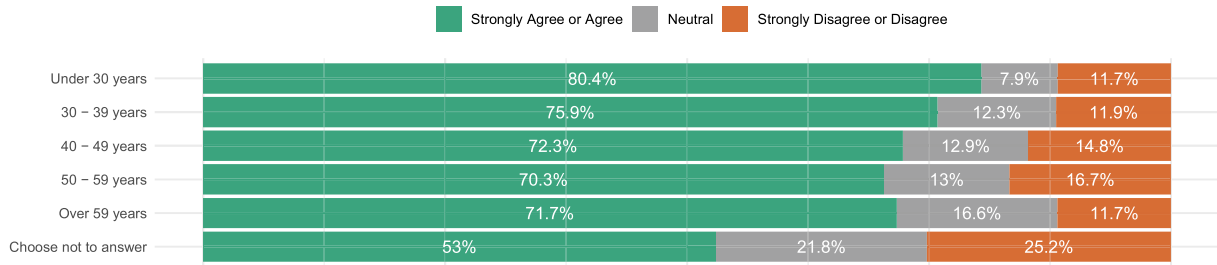
Work Arrangement



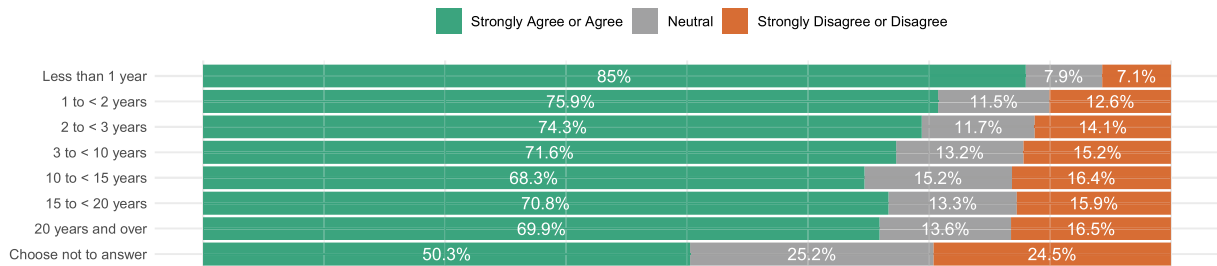
Work Schedule



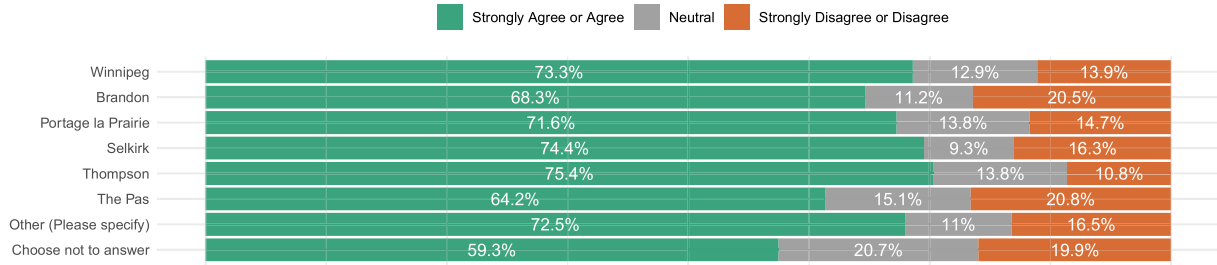
Age Group



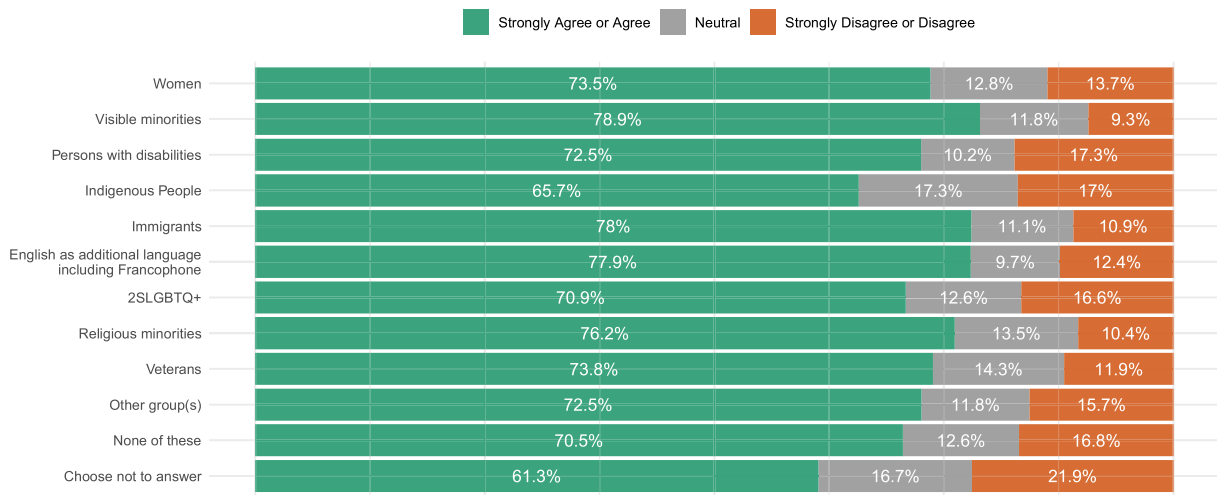
Years Worked



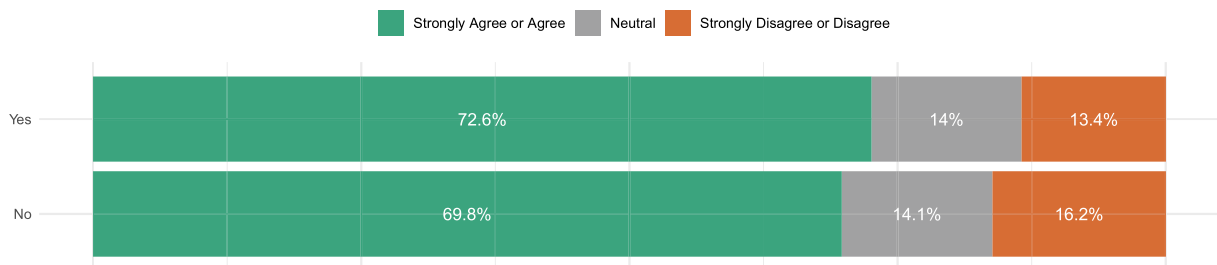
Location



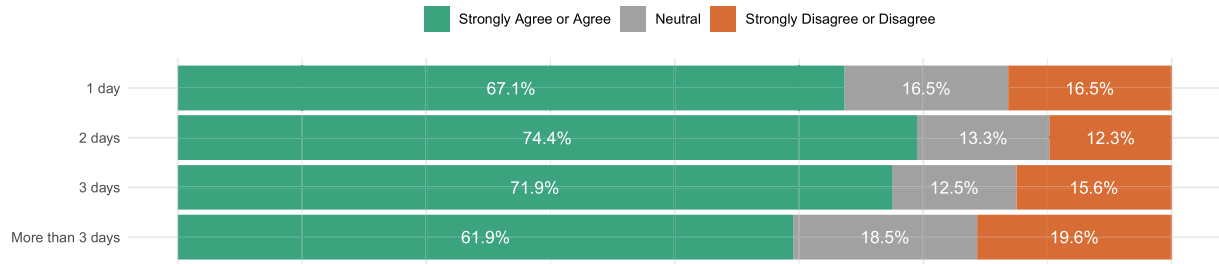
Equity Group



Remote Work

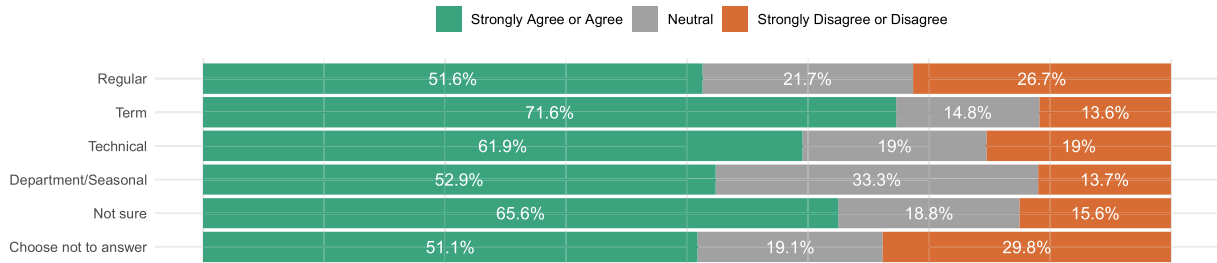


Remote Work Days

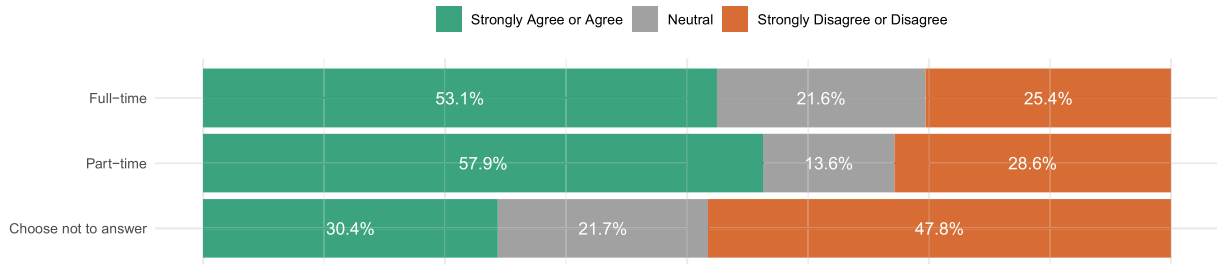


I have confidence in the senior leadership of my ministry/department.

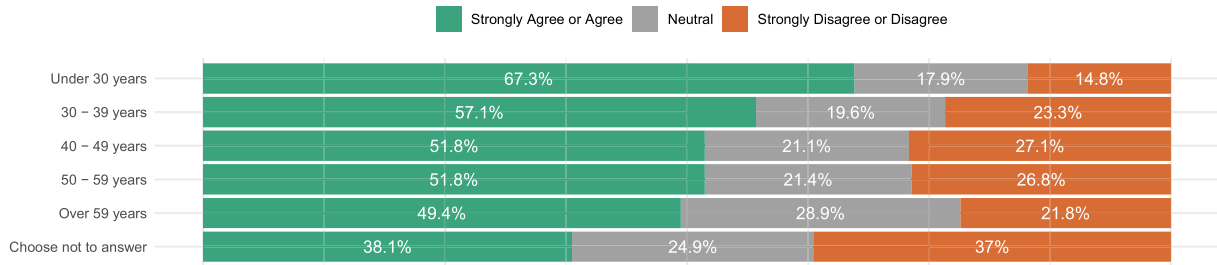
Work Arrangement



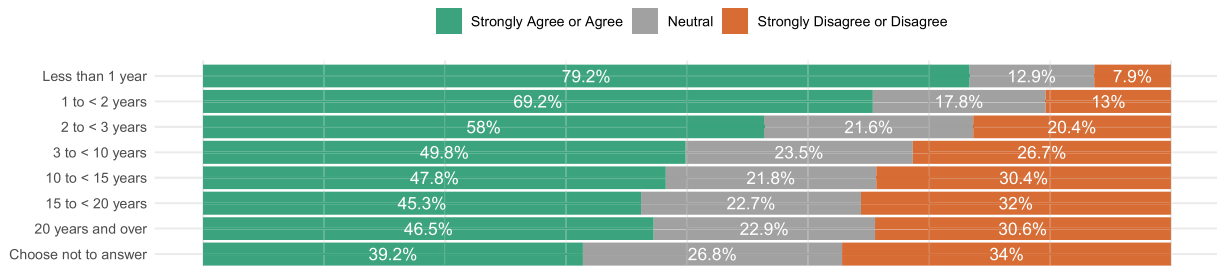
Work Schedule



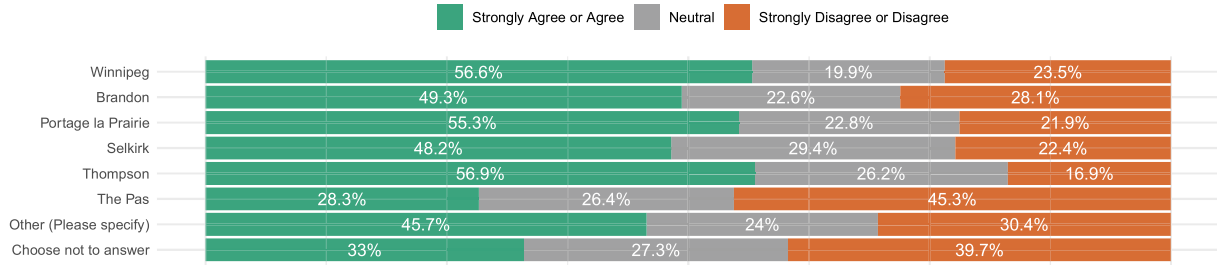
Age Group



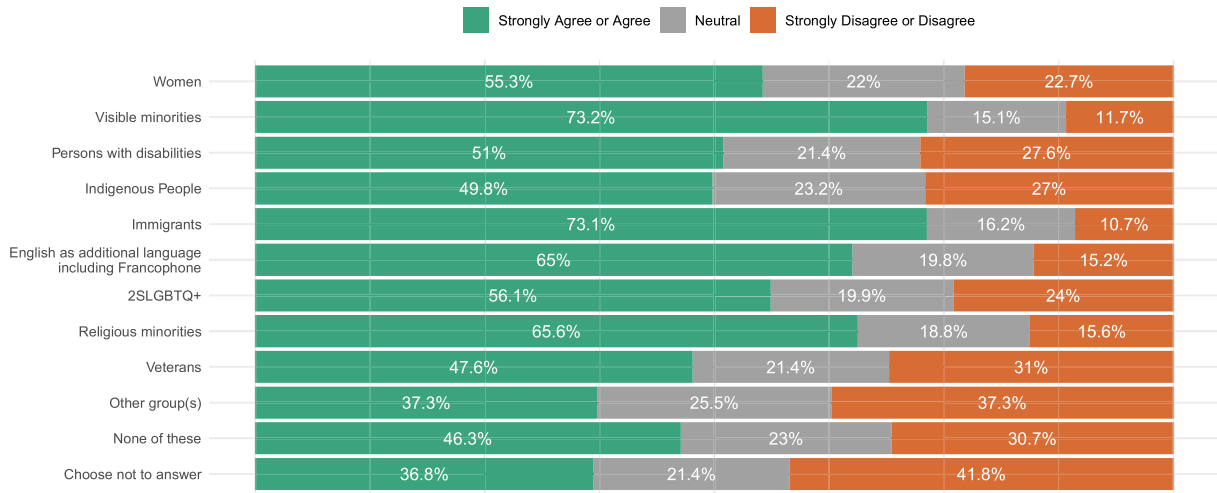
Years Worked



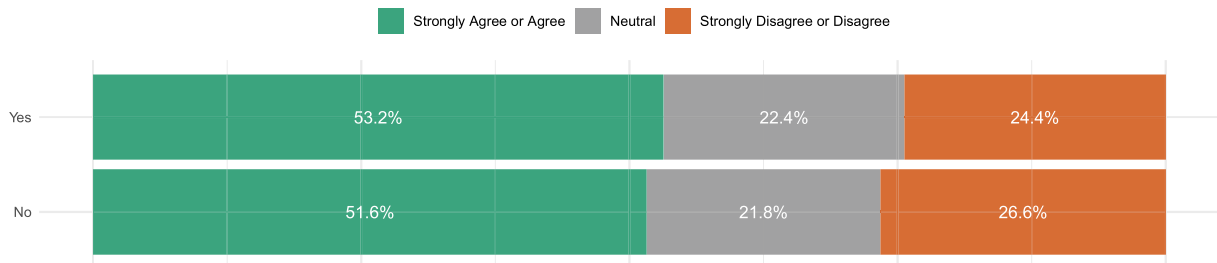
Location



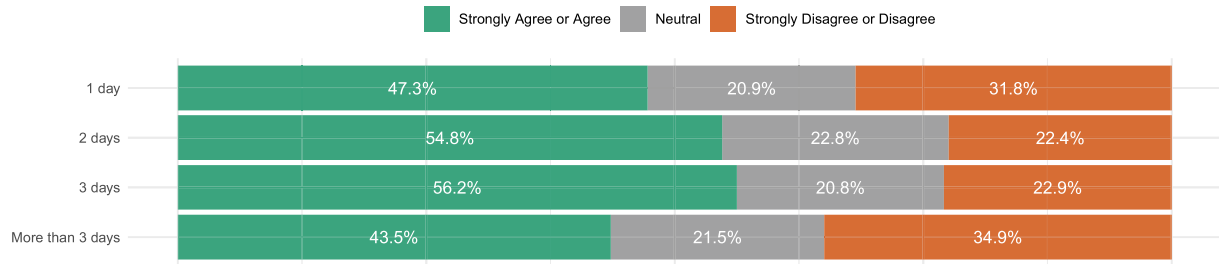
Equity Group



Remote Work

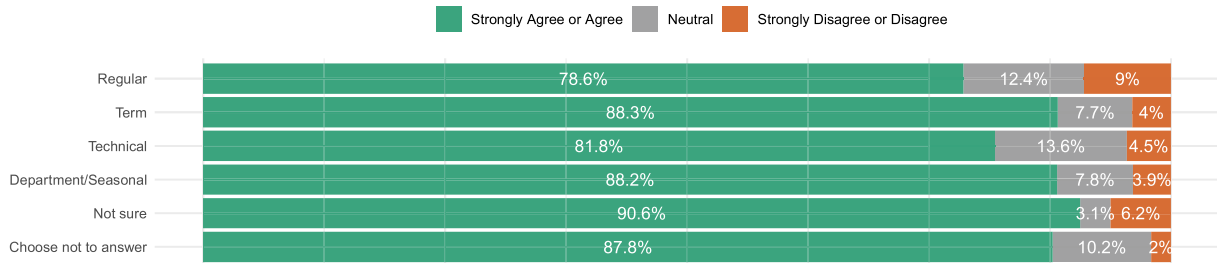


Remote Work Days

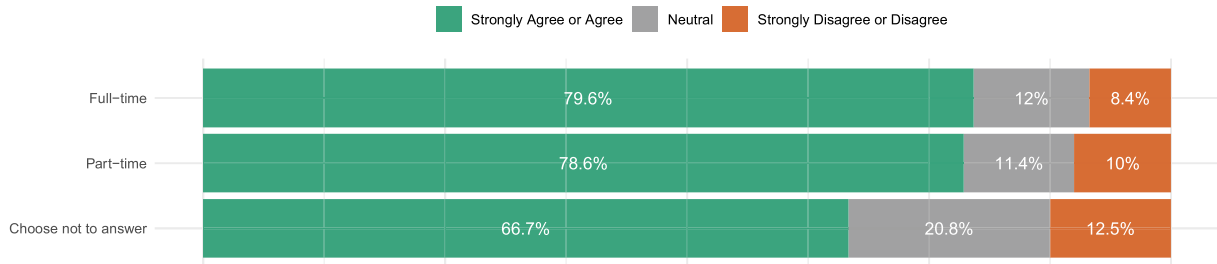


I know how my work contributes to the achievement of my department's goals.

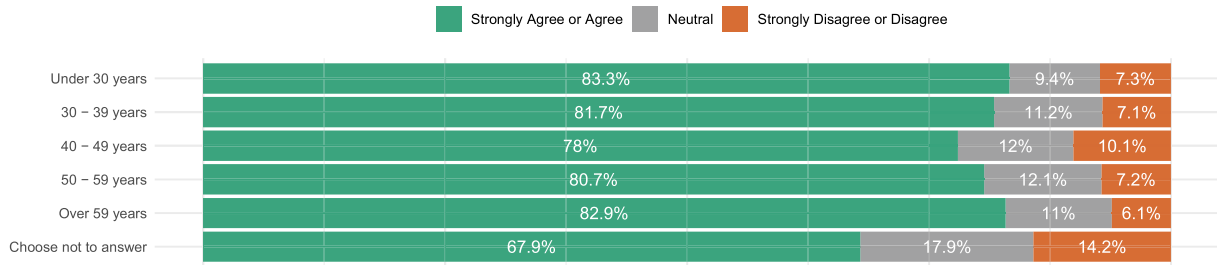
Work Arrangement



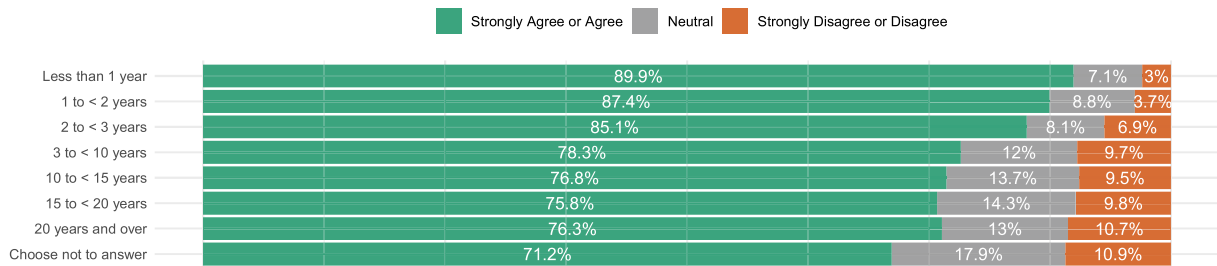
Work Schedule



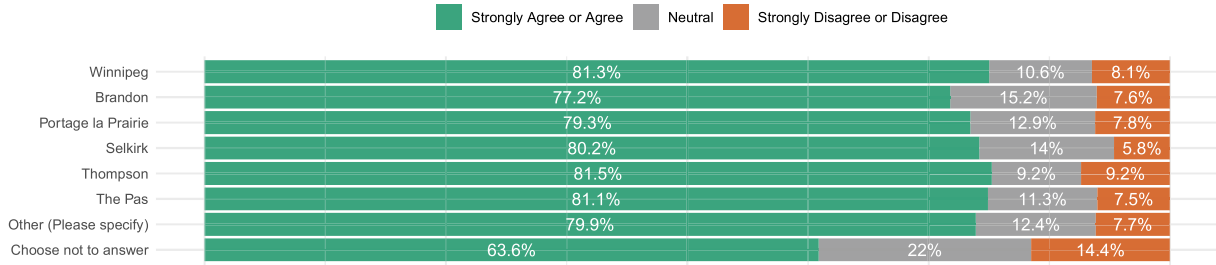
Age Group



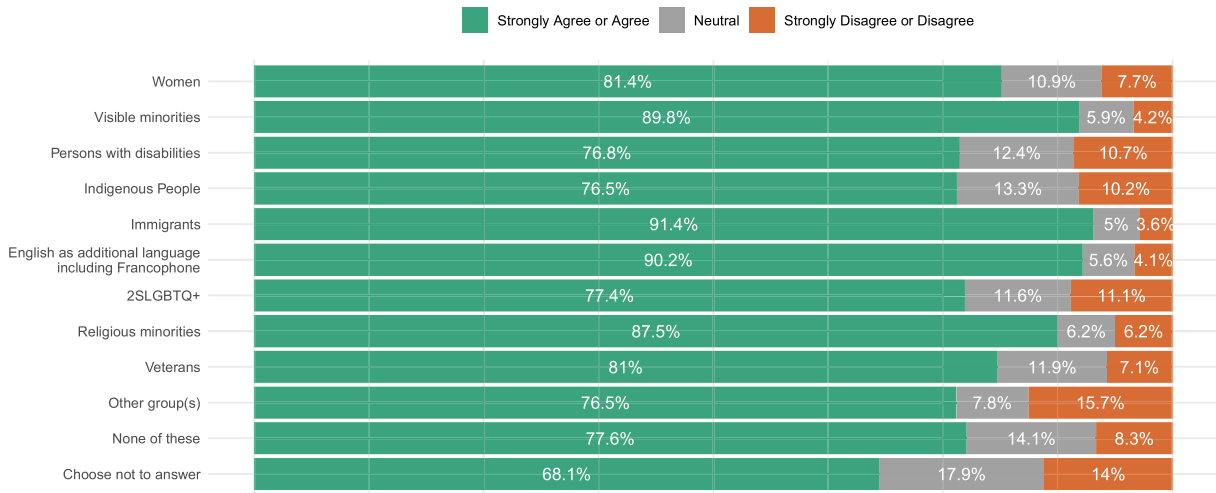
Years Worked



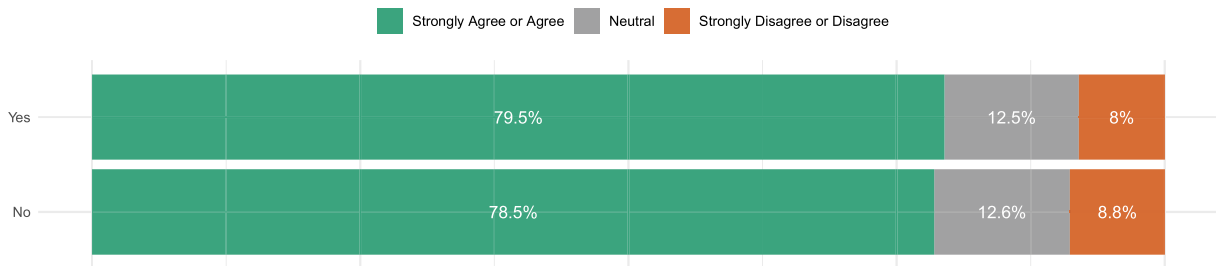
Location



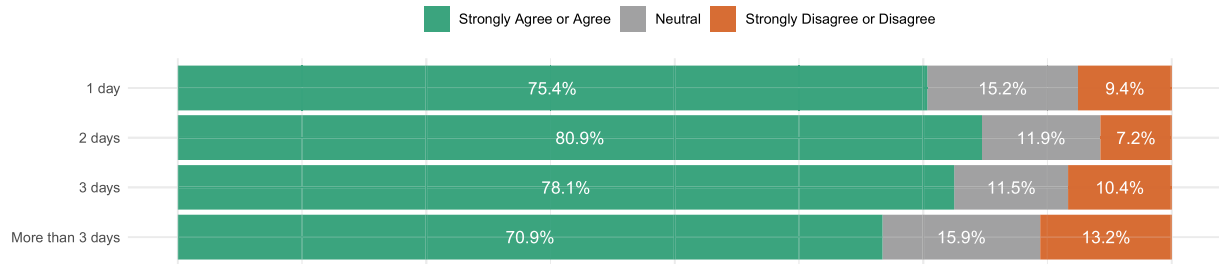
Equity Group



Remote Work



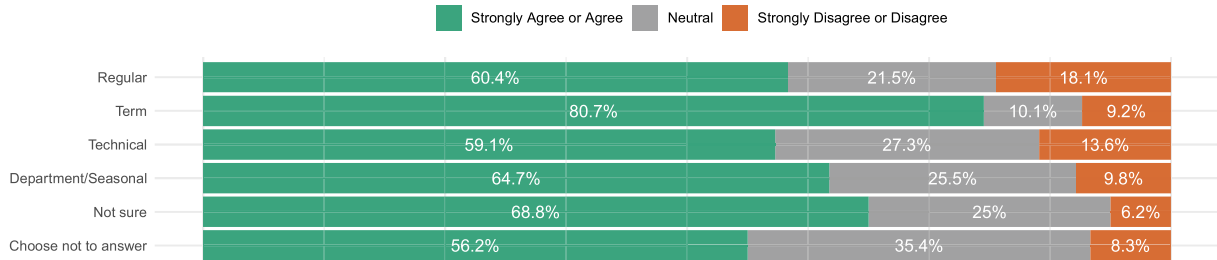
Remote Work Days



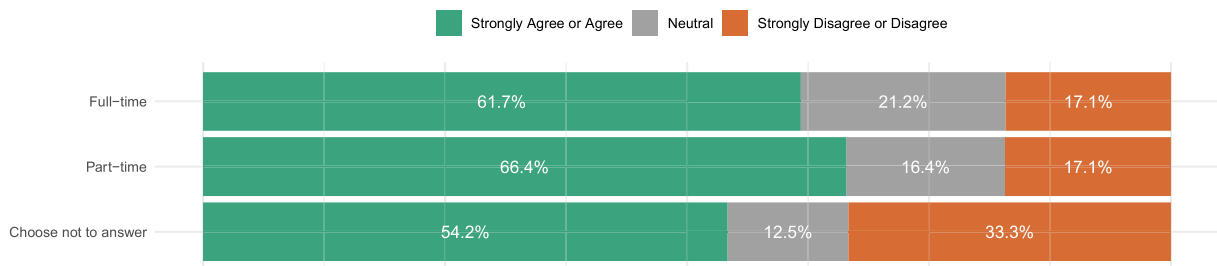
Engagement

I am inspired to give my very best.

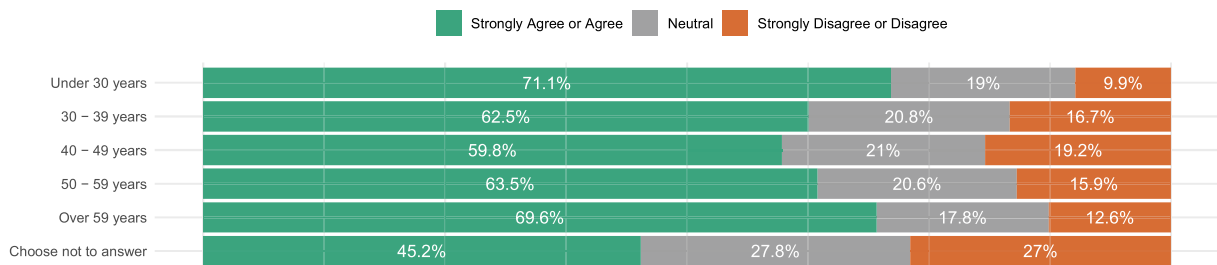
Work Arrangement



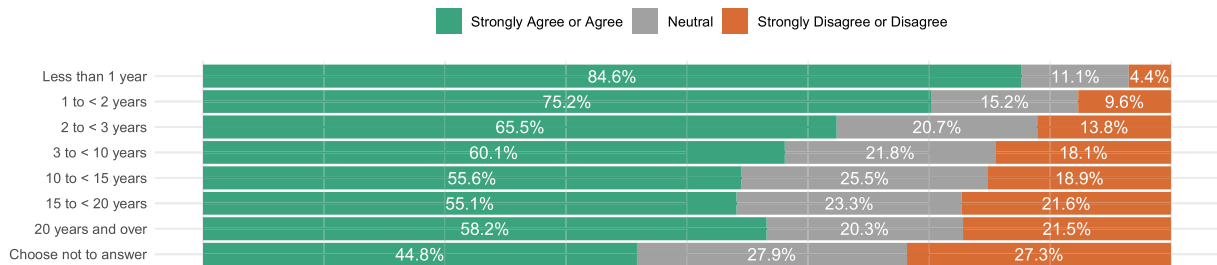
Work Schedule



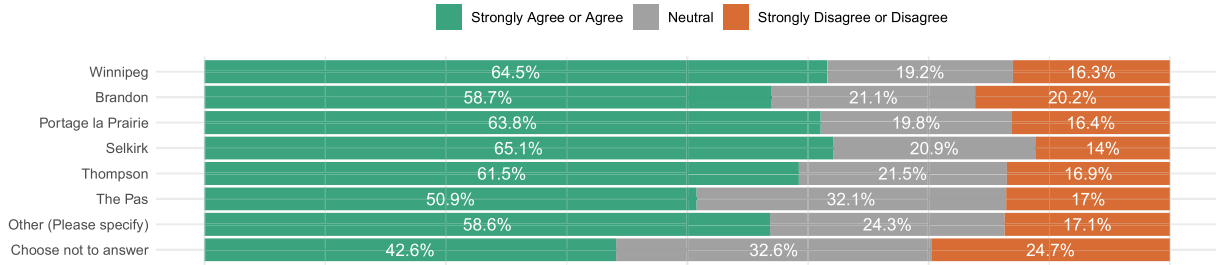
Age Group



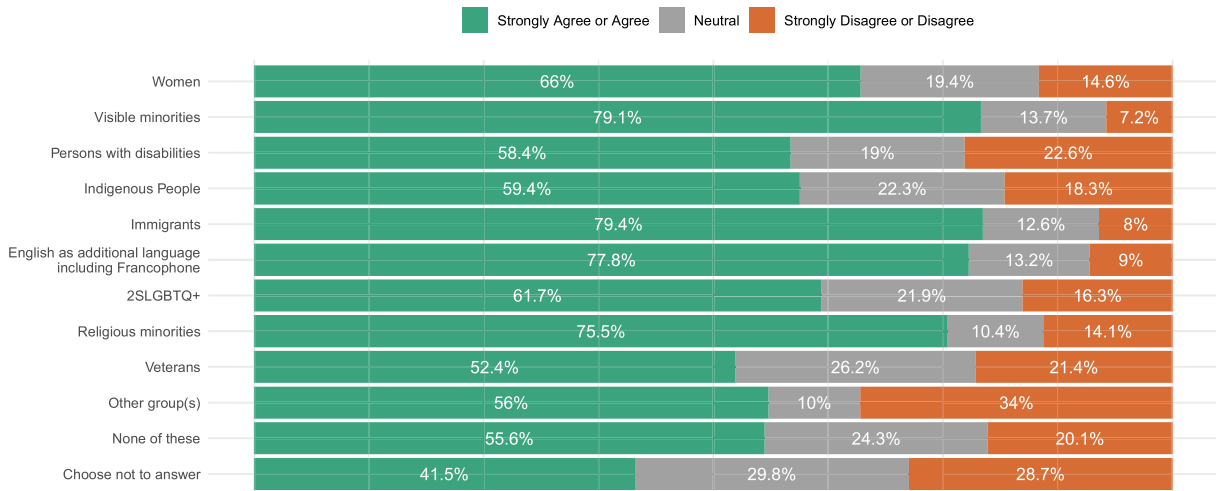
Years Worked



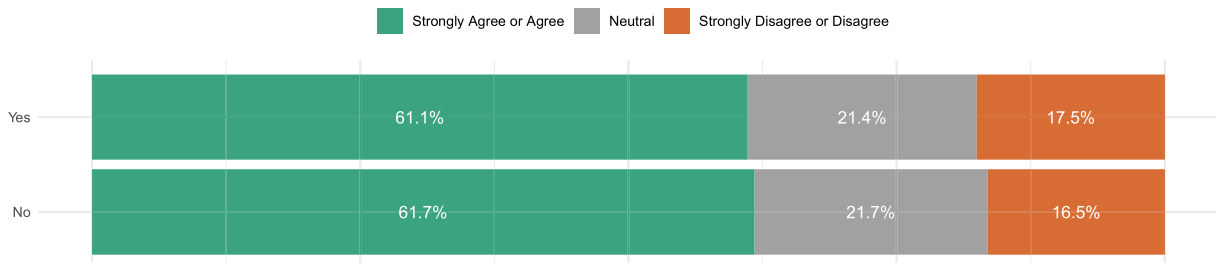
Location



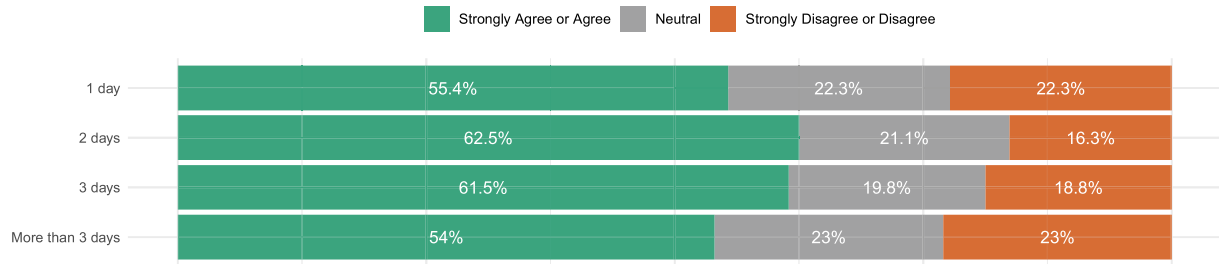
Equity Group



Remote Work

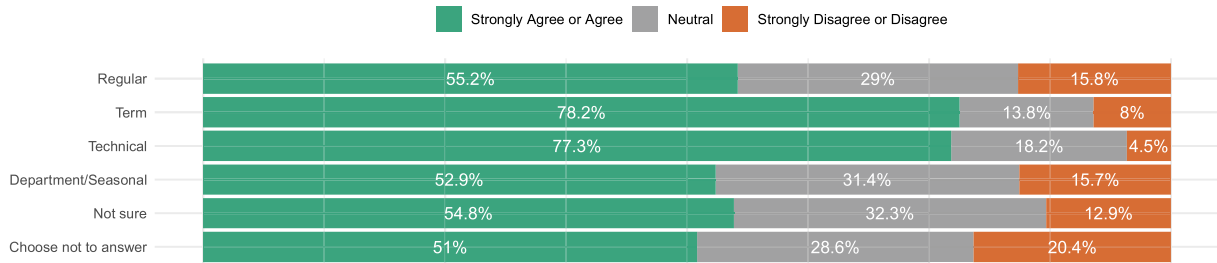


Remote Work Days

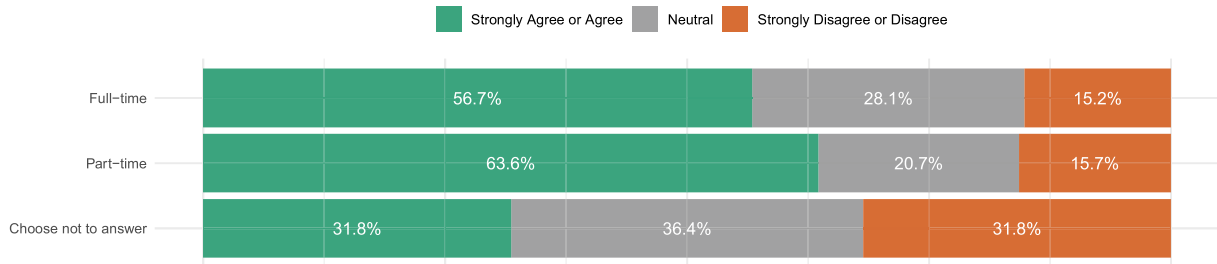


I am proud to tell people I work for the Manitoba government.

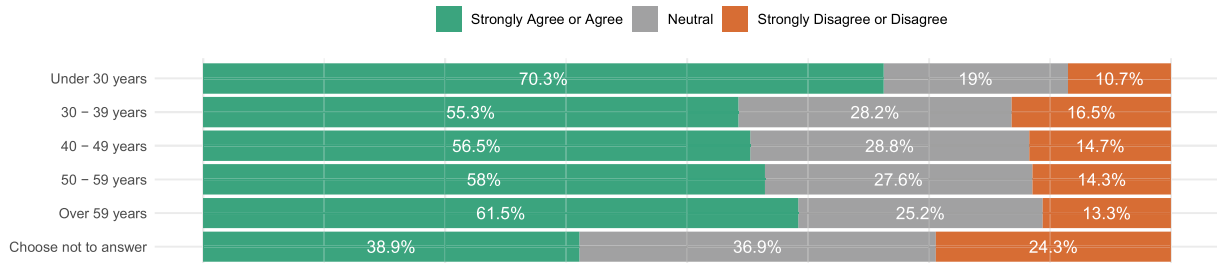
Work Arrangement



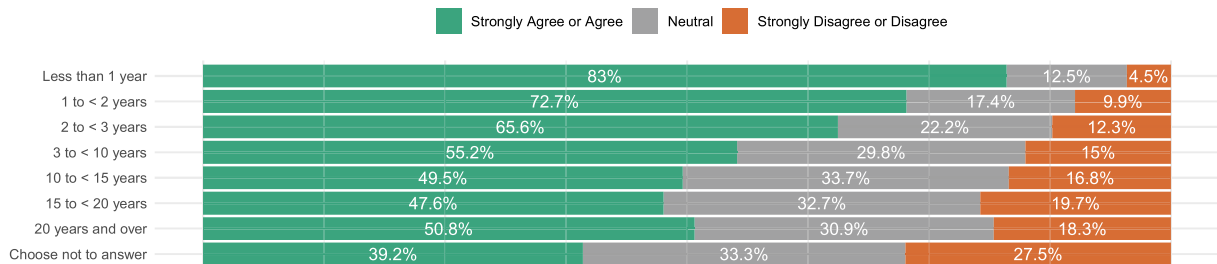
Work Schedule



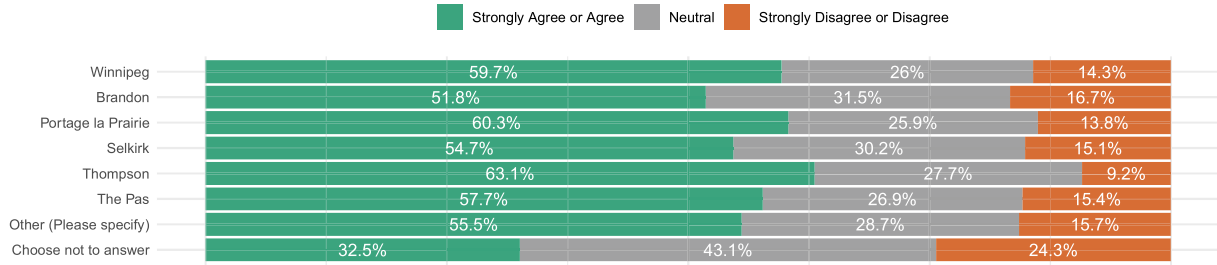
Age Group



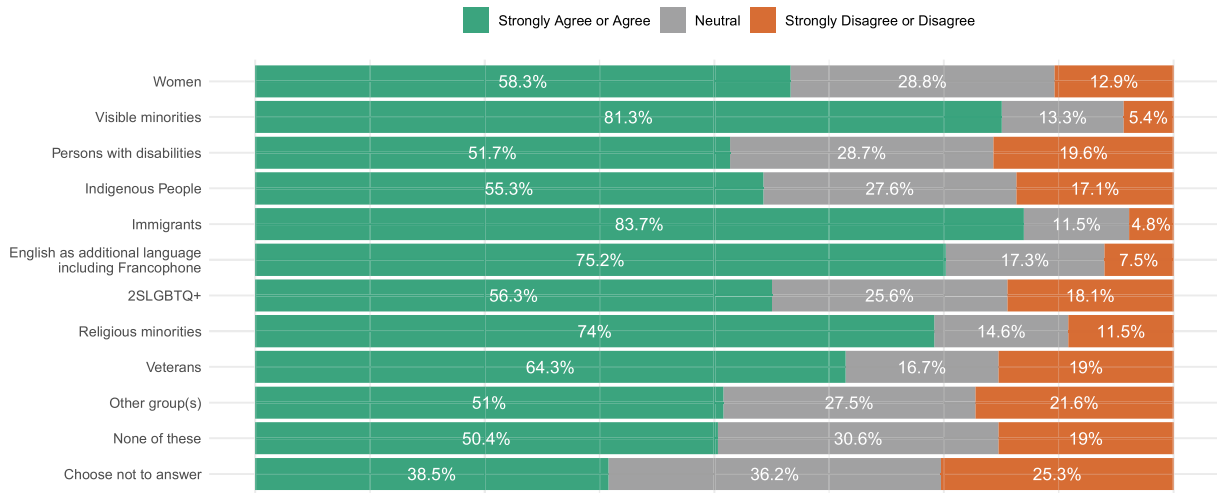
Years Worked



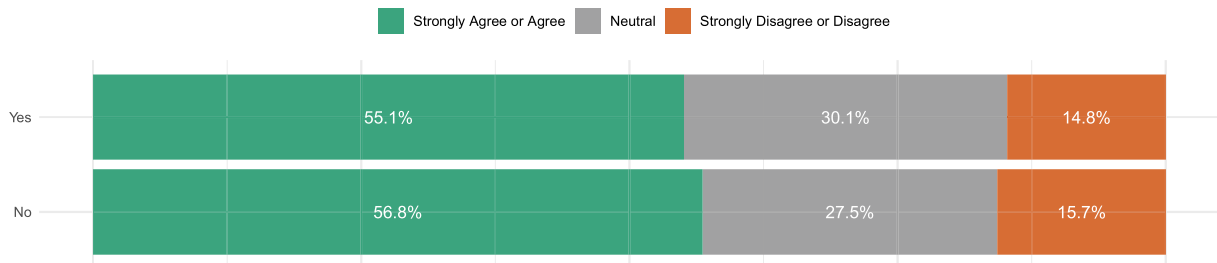
Location



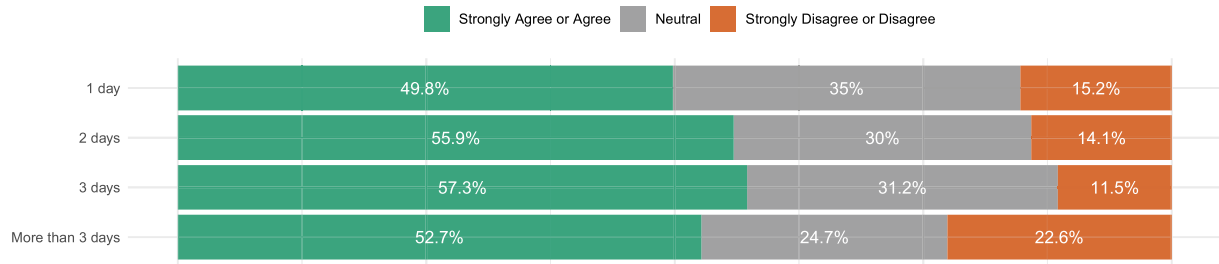
Equity Group



Remote Work

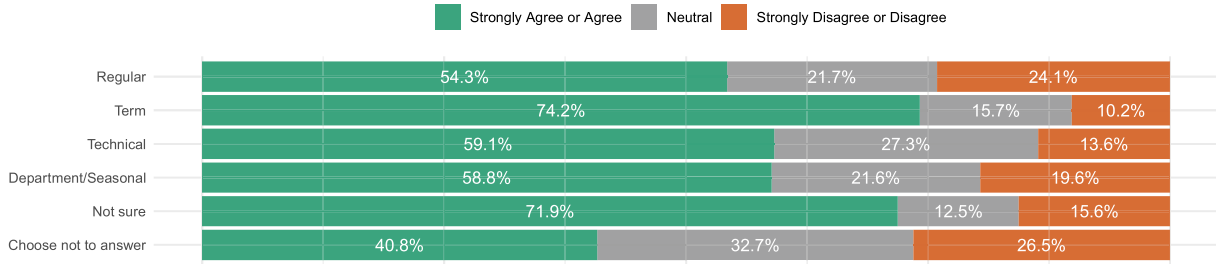


Remote Work Days

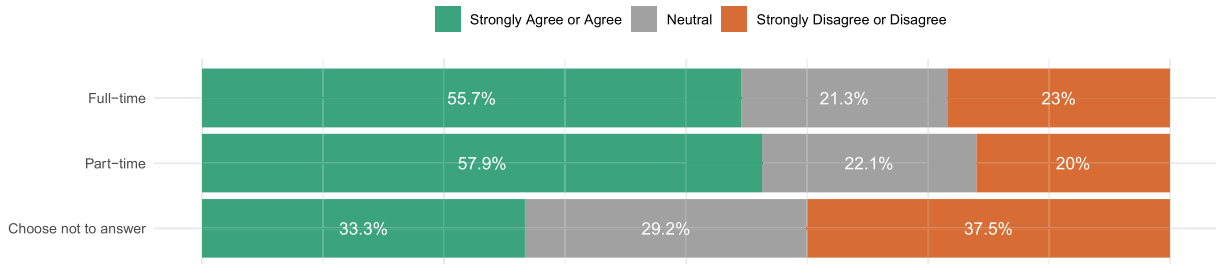


I am satisfied with my department.

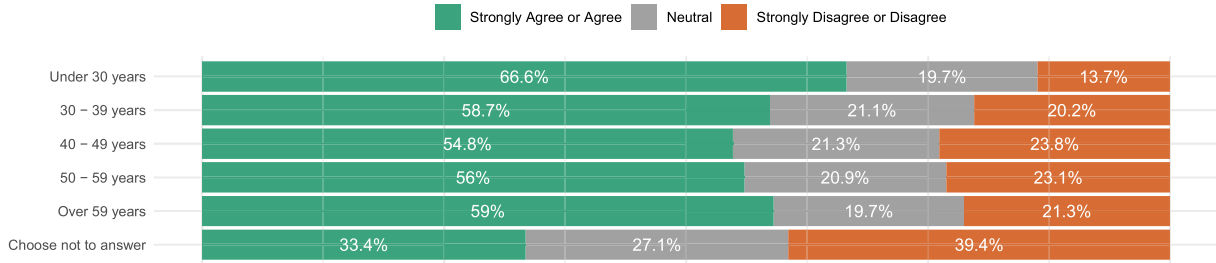
Work Arrangement



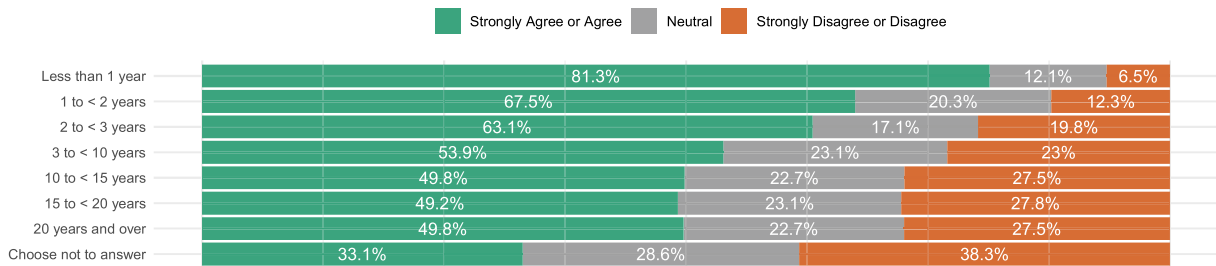
Work Schedule



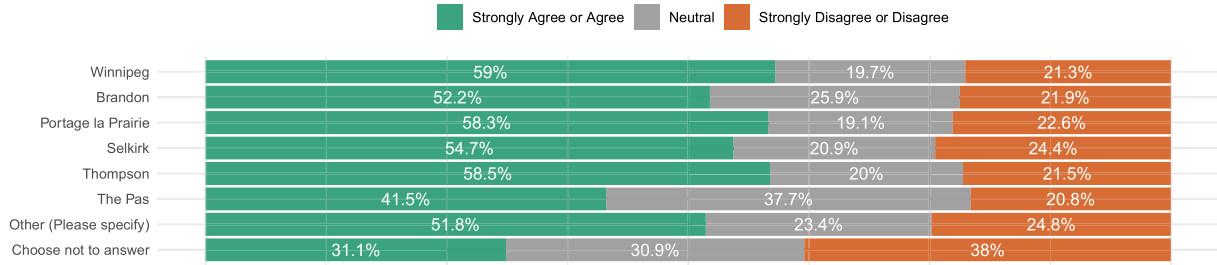
Age Group



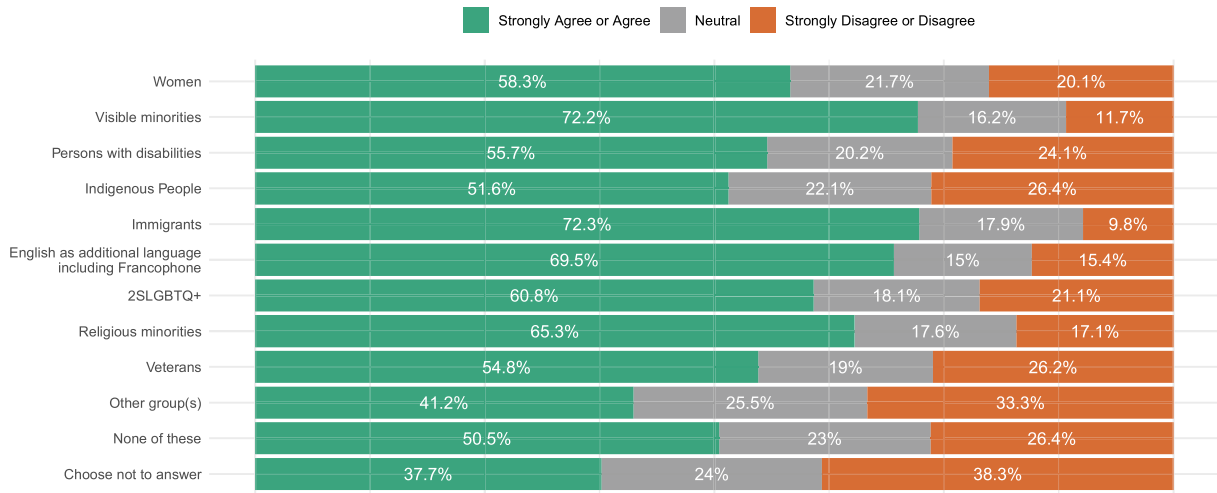
Years Worked



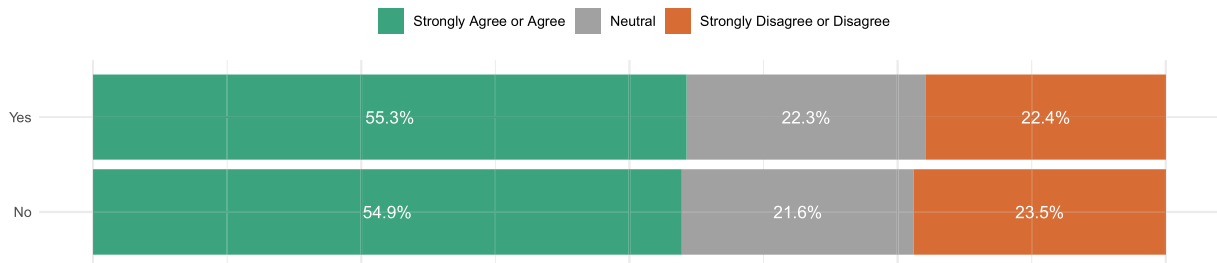
Location



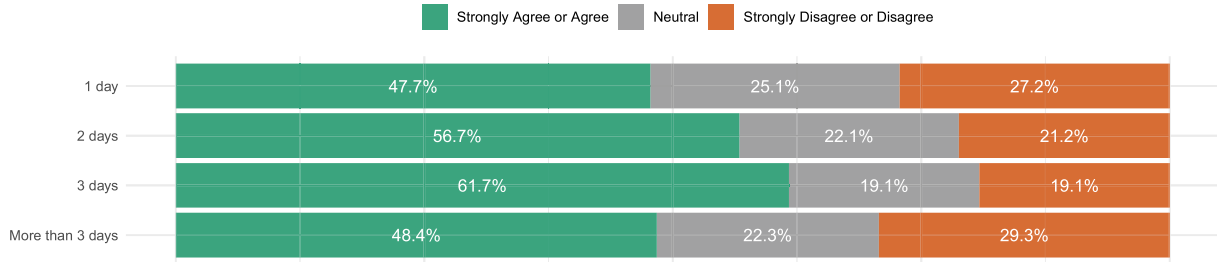
Equity Group



Remote Work

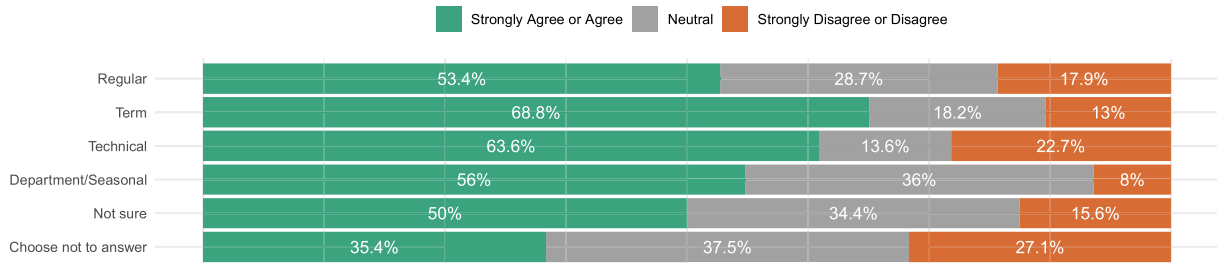


Remote Work Days

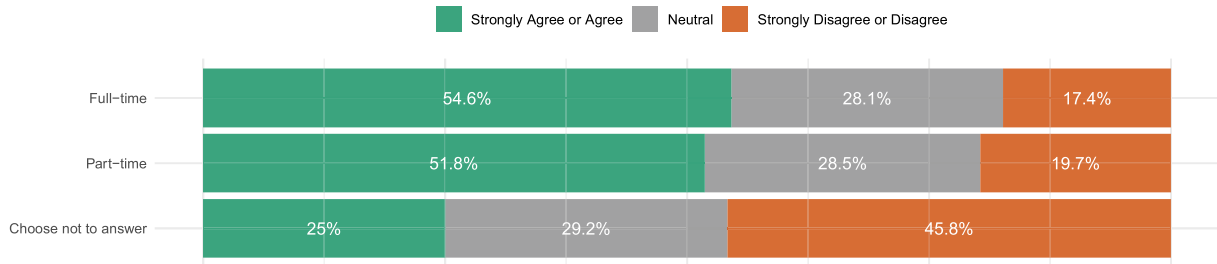


I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

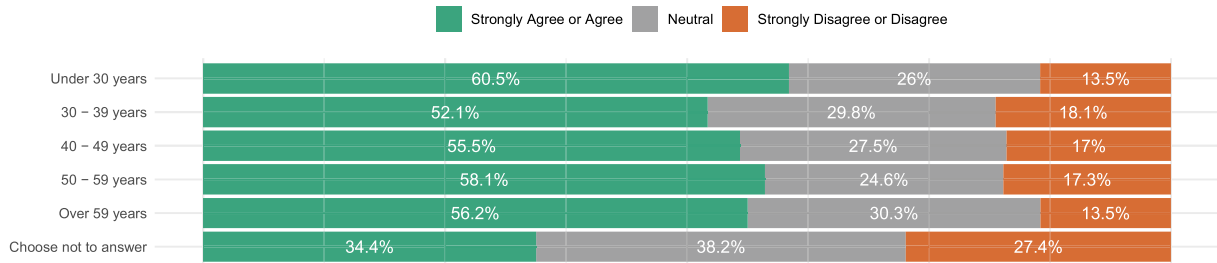
Work Arrangement



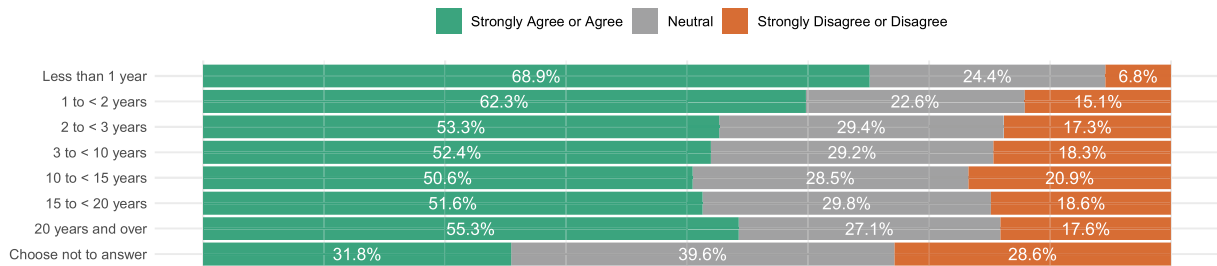
Work Schedule



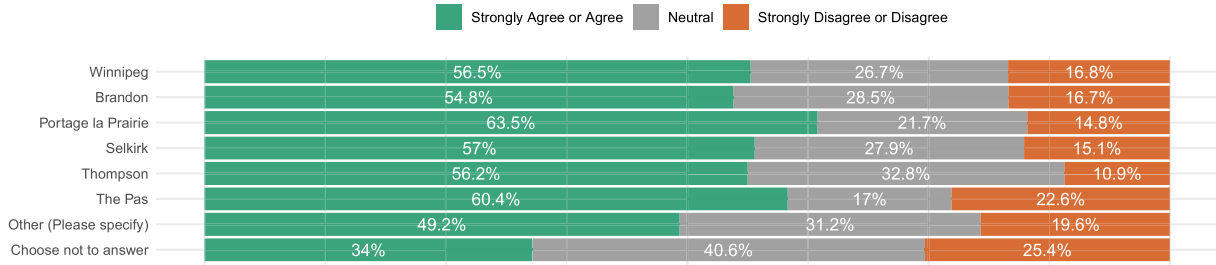
Age Group



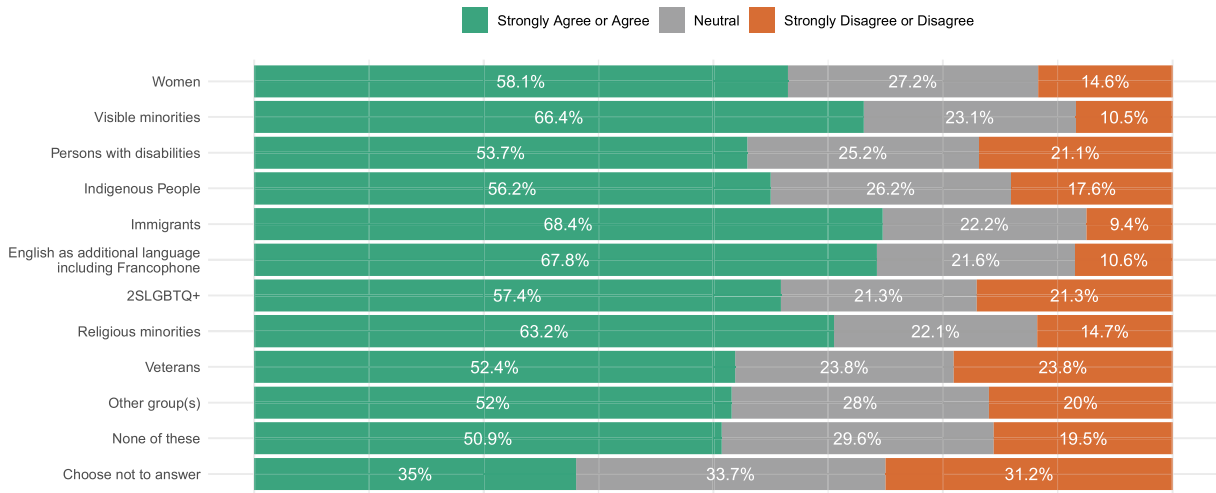
Years Worked



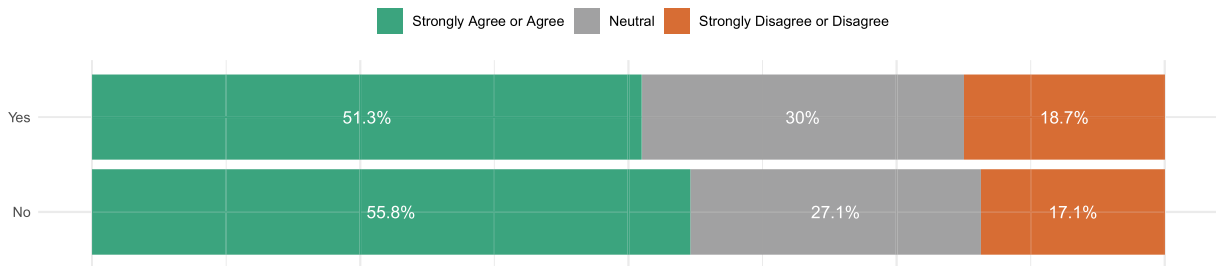
Location



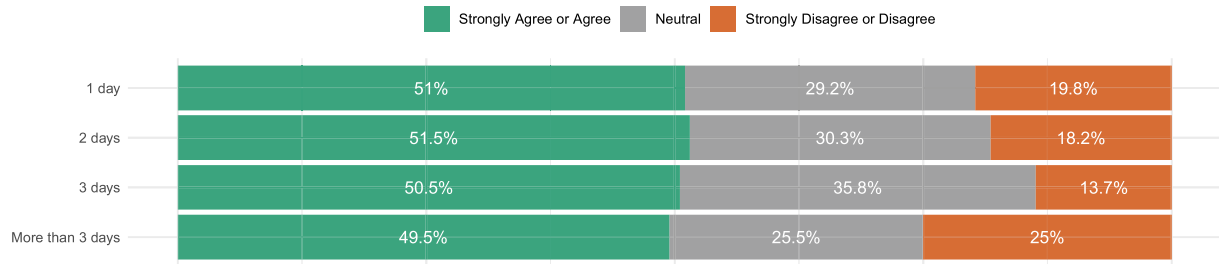
Equity Group



Remote Work

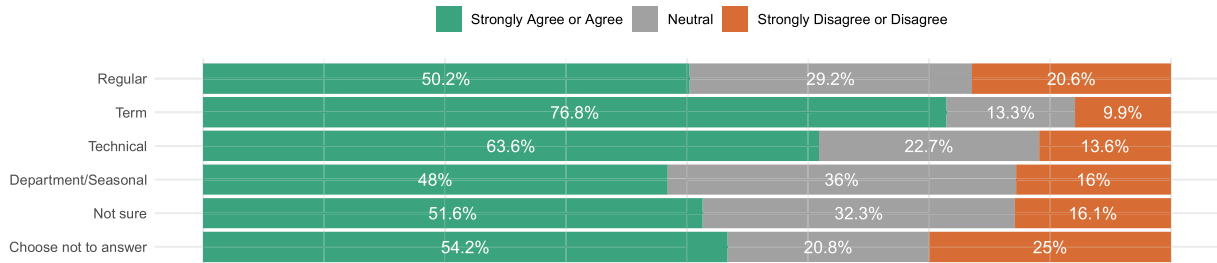


Remote Work Days

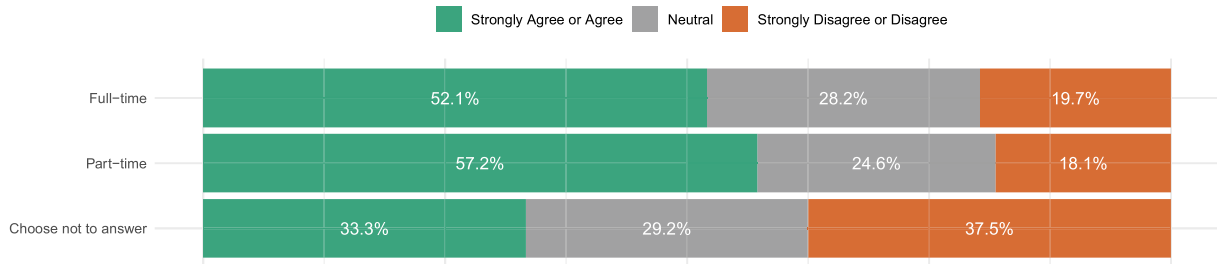


I would recommend the Manitoba government as a great place to work.

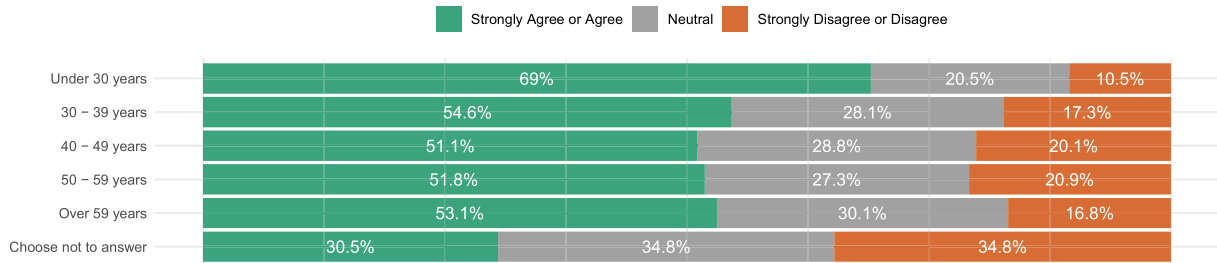
Work Arrangement



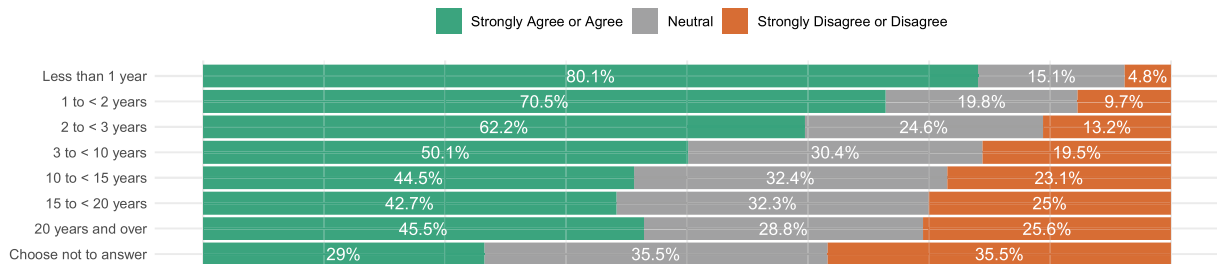
Work Schedule



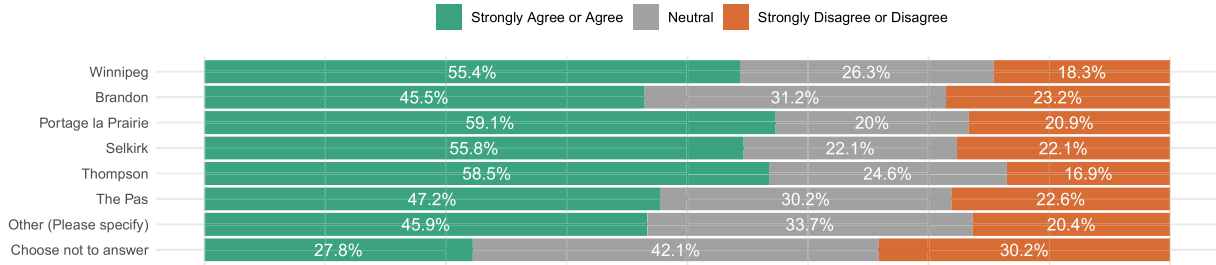
Age Group



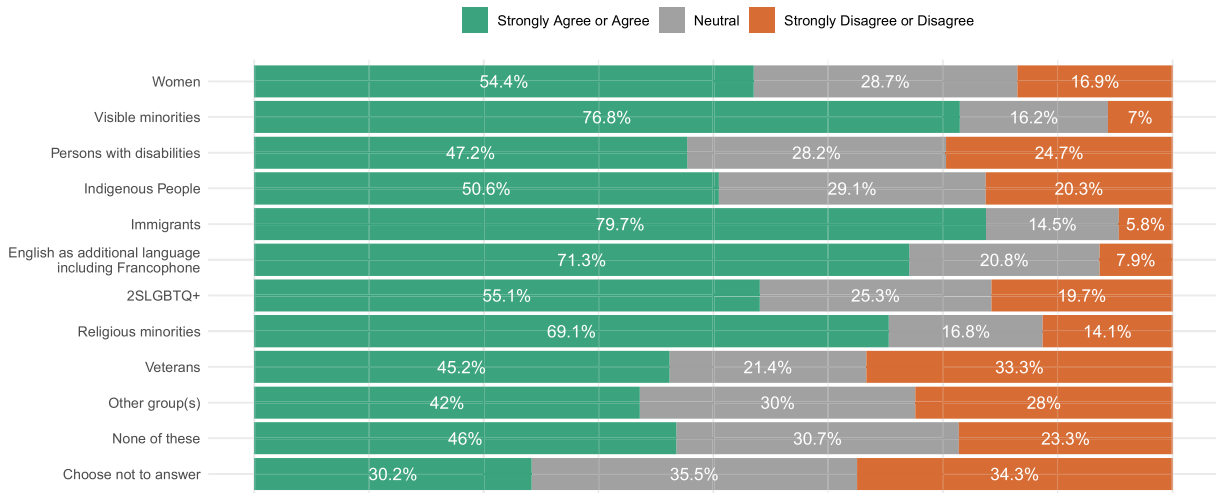
Years Worked



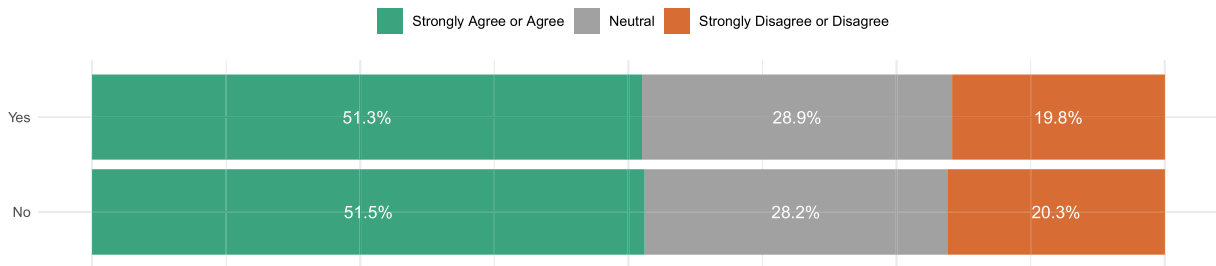
Location



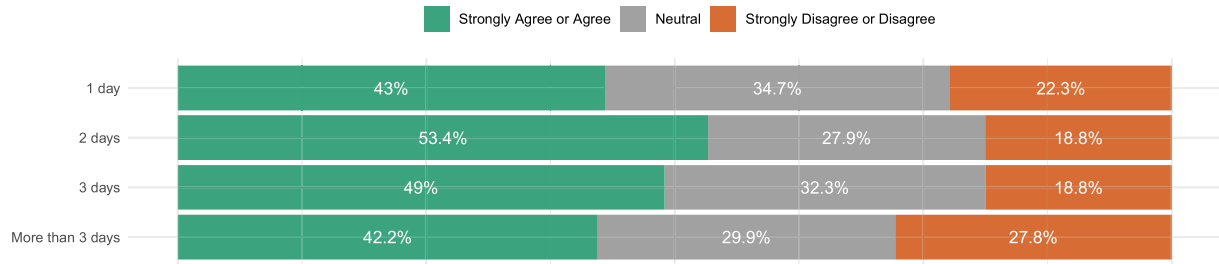
Equity Group



Remote Work

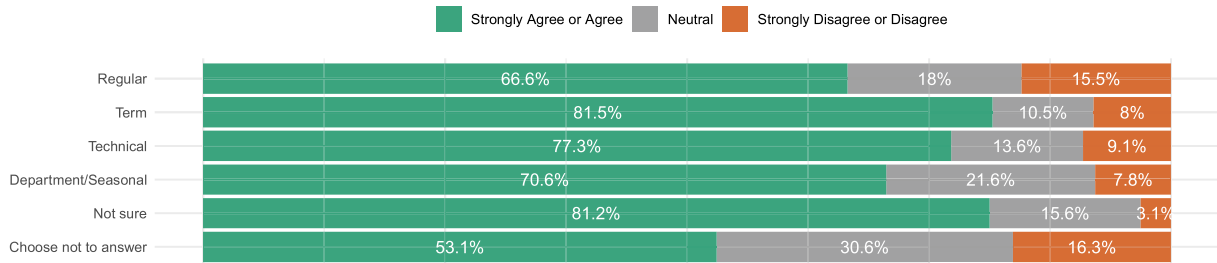


Remote Work Days

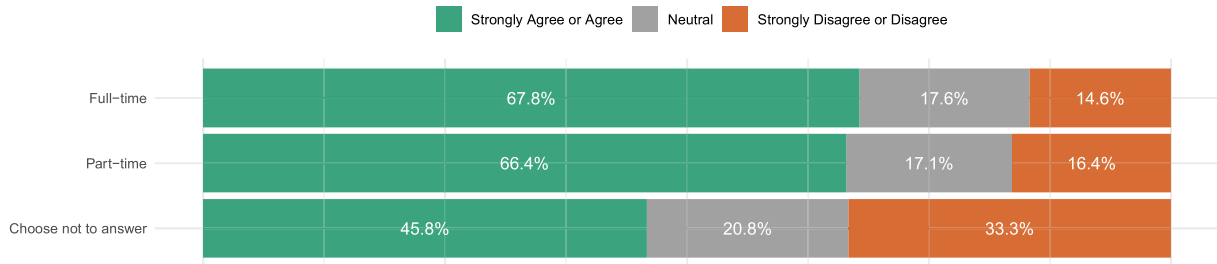


Overall, I am satisfied with my work as a Manitoba government employee.

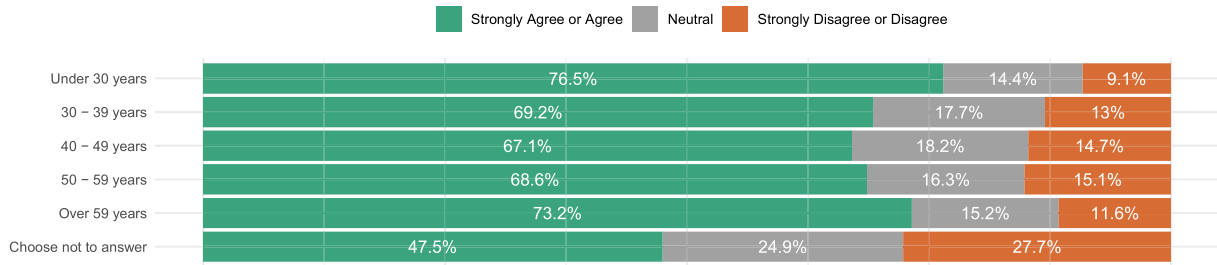
Work Arrangement



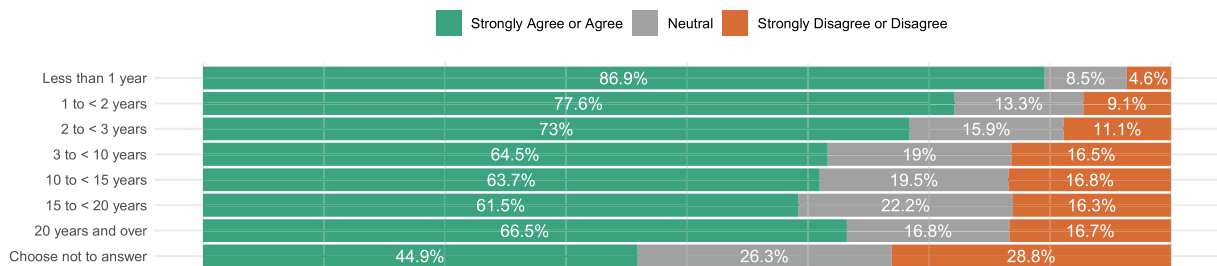
Work Schedule



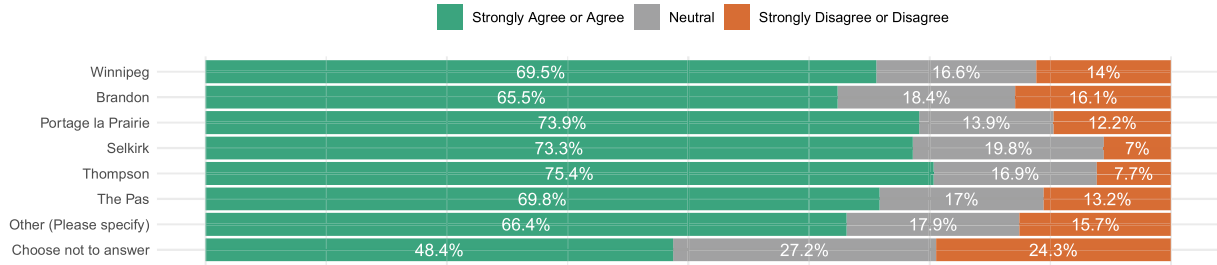
Age Group



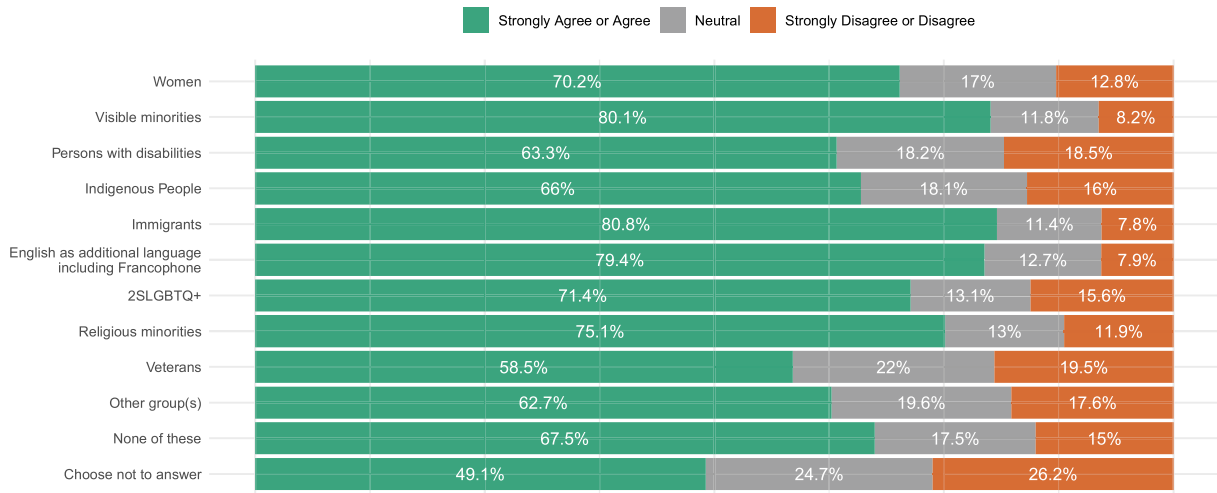
Years Worked



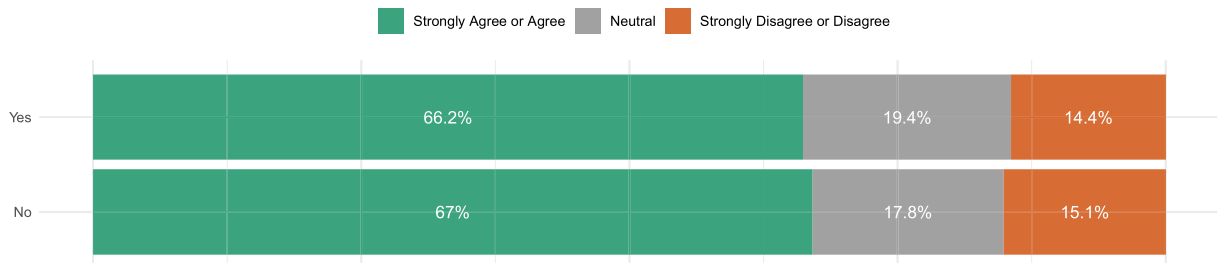
Location



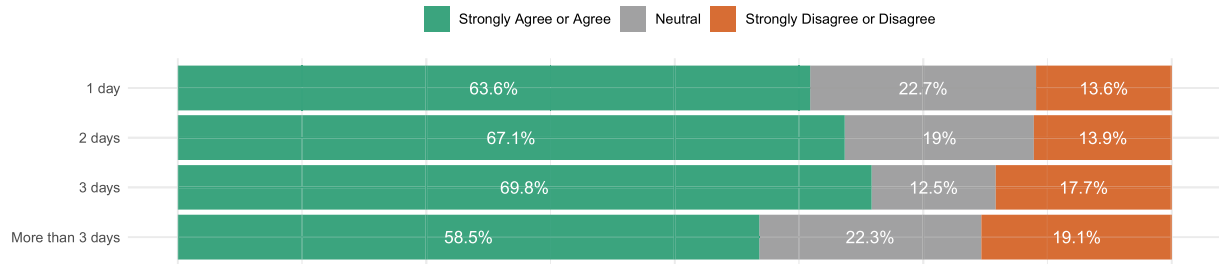
Equity Group



Remote Work

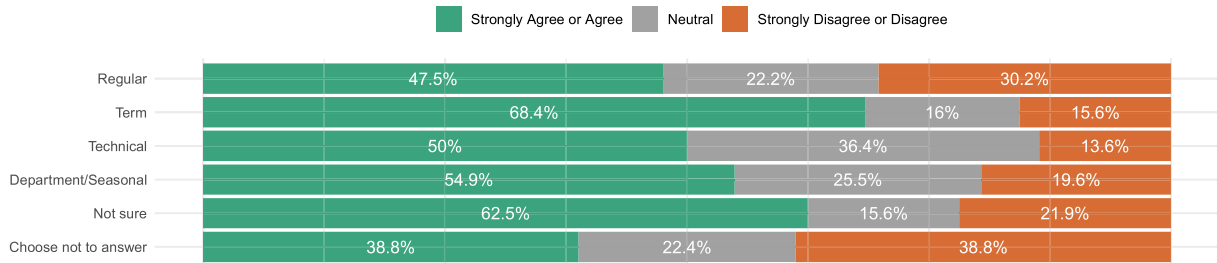


Remote Work Days

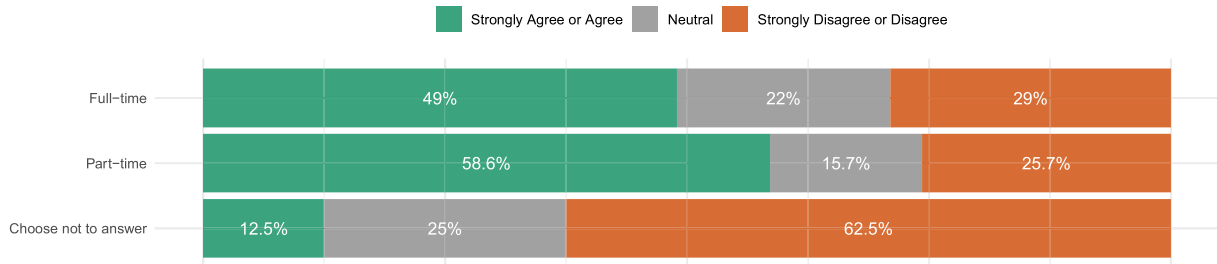


Overall, I feel valued as Manitoba government employee.

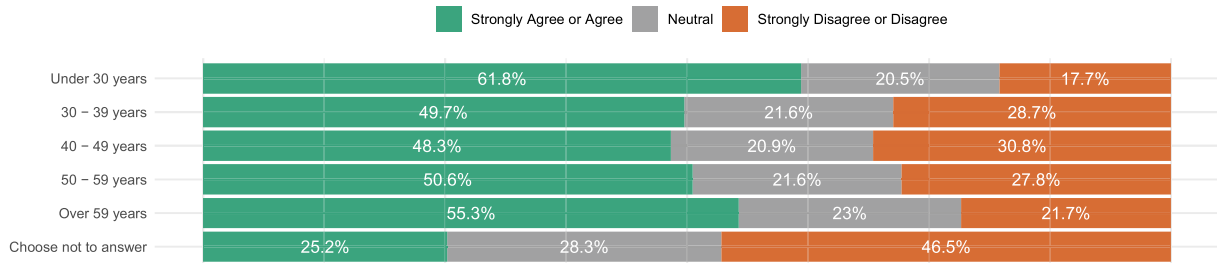
Work Arrangement



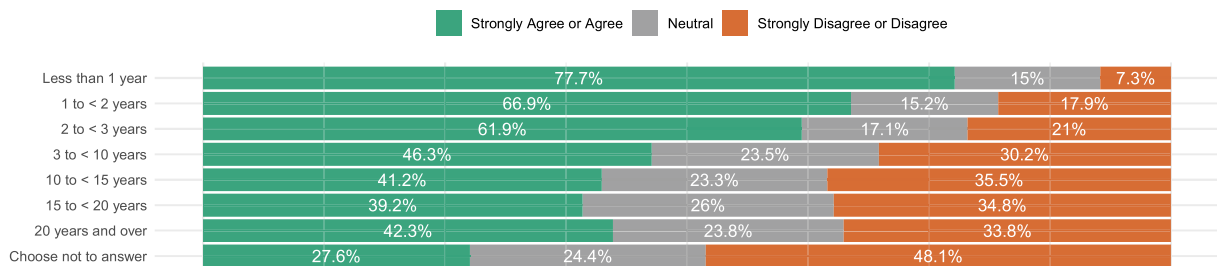
Work Schedule



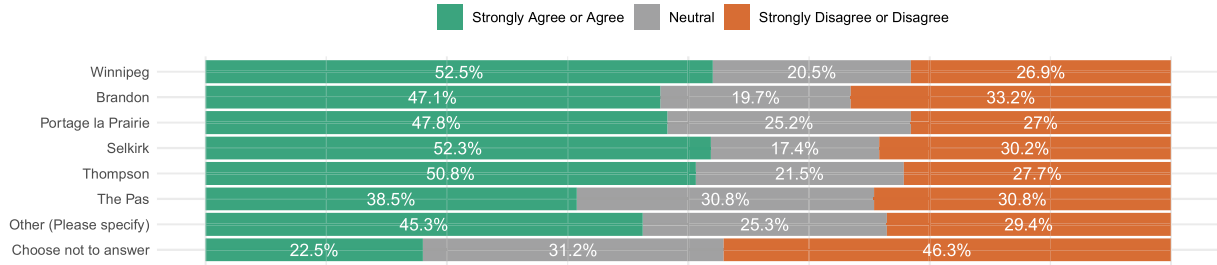
Age Group



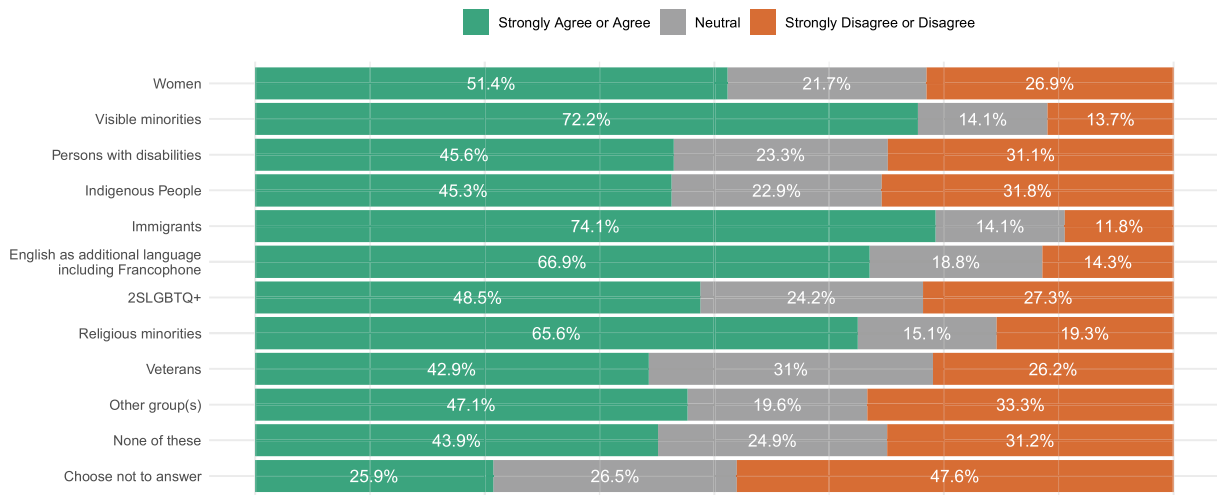
Years Worked



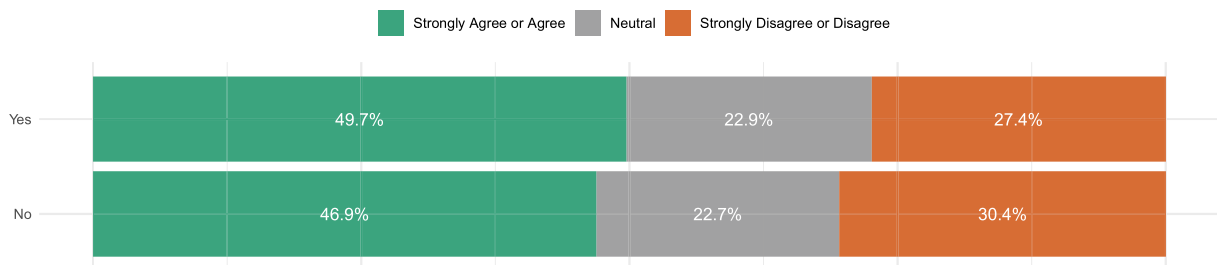
Location



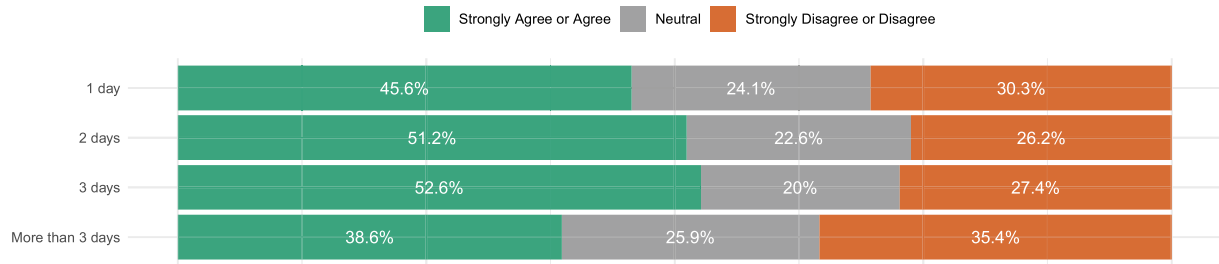
Equity Group



Remote Work



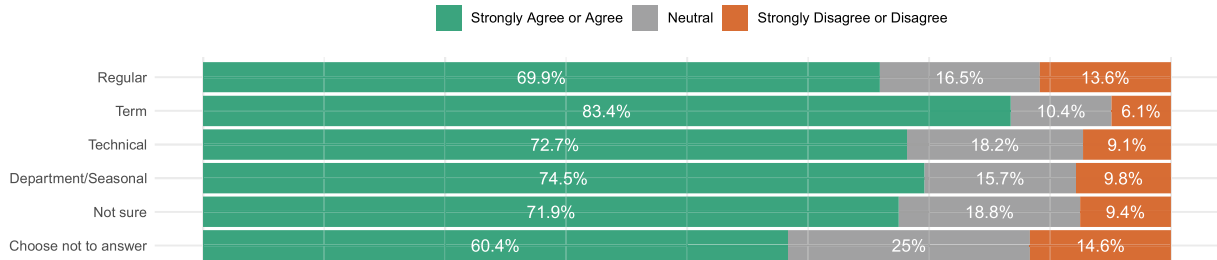
Remote Work Days



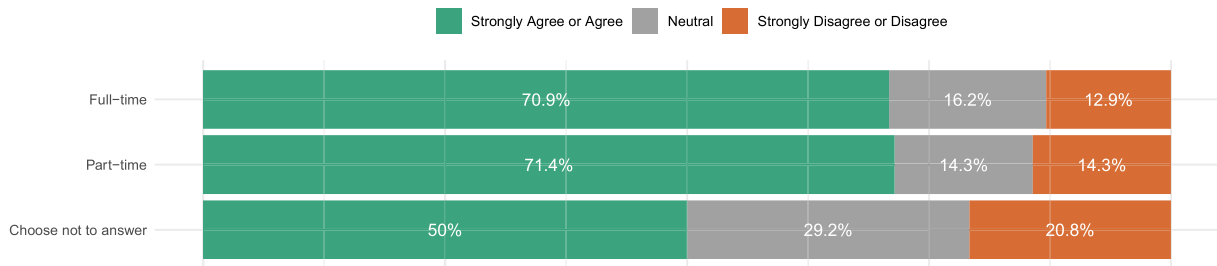
New

I feel included at my workplace.

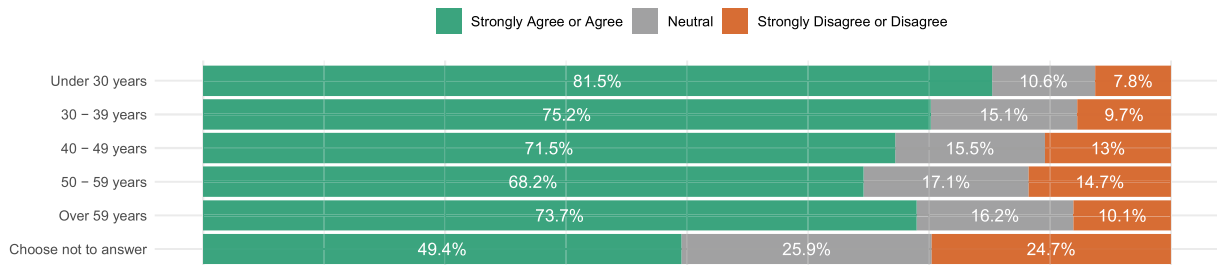
Work Arrangement



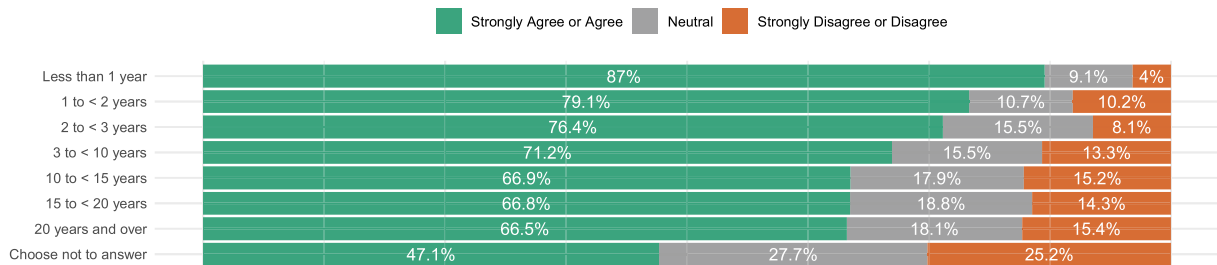
Work Schedule



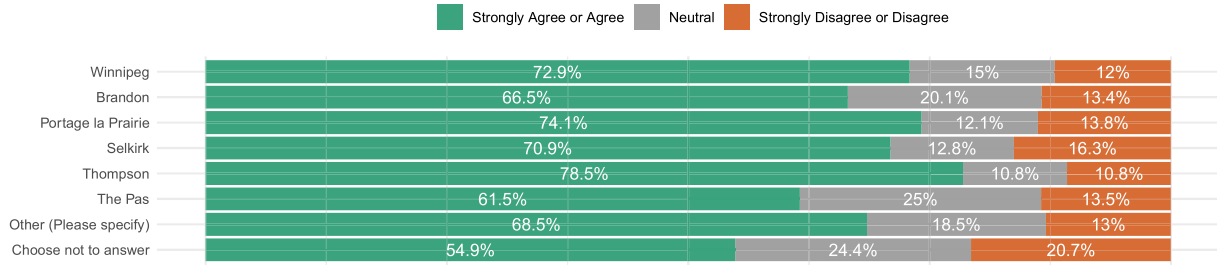
Age Group



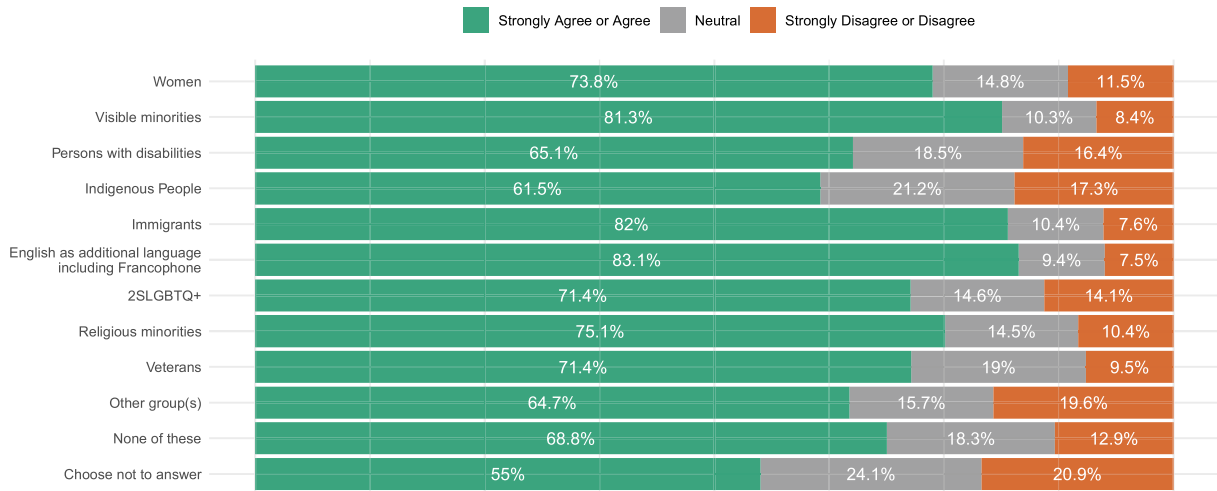
Years Worked



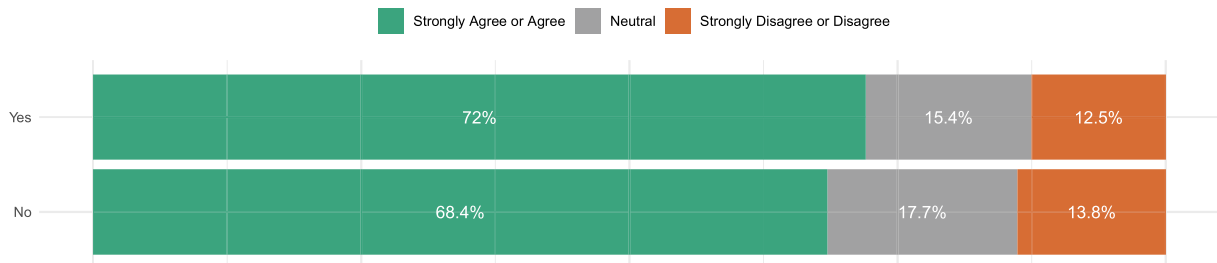
Location



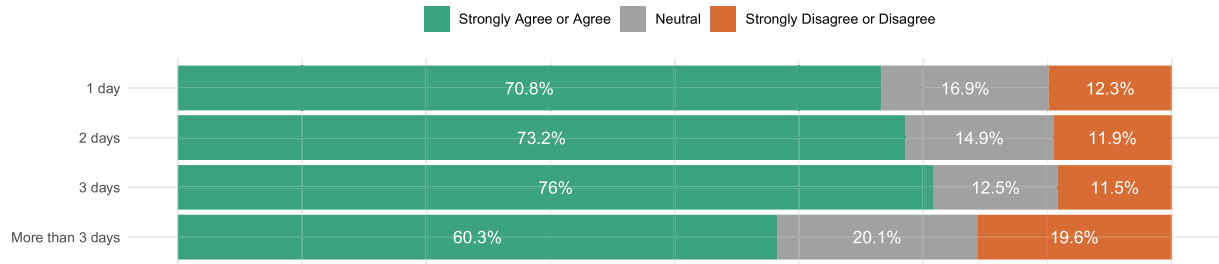
Equity Group



Remote Work

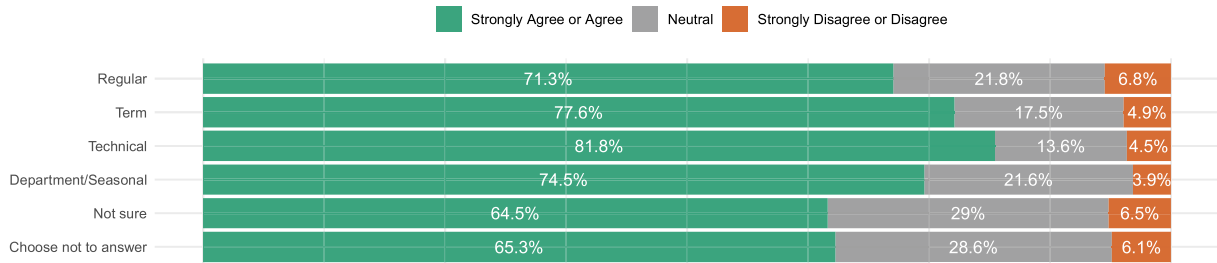


Remote Work Days

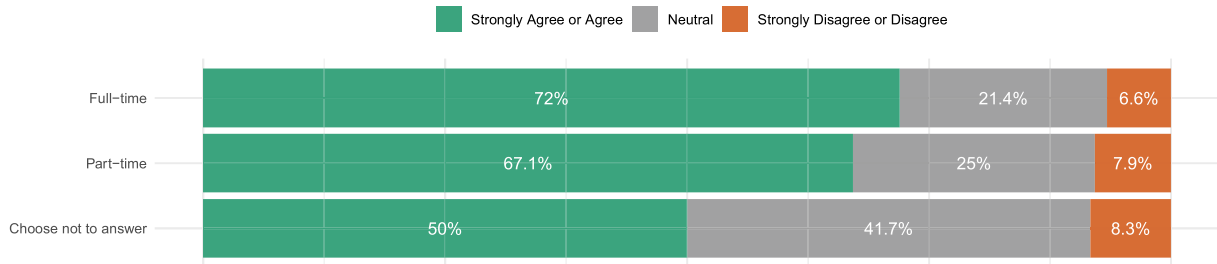


I have applied innovation in how I approach my work.

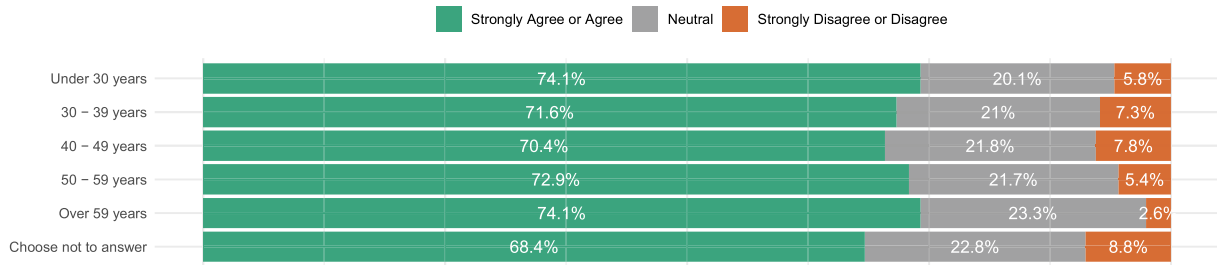
Work Arrangement



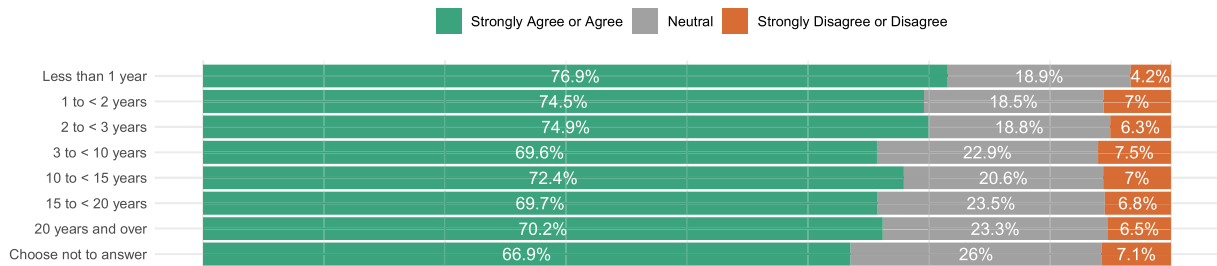
Work Schedule



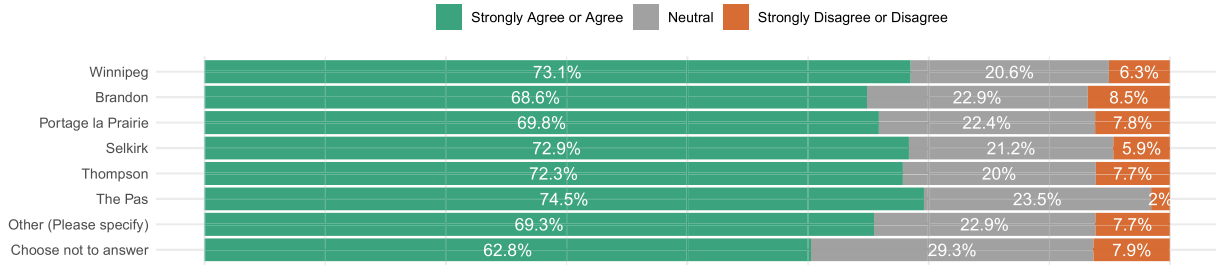
Age Group



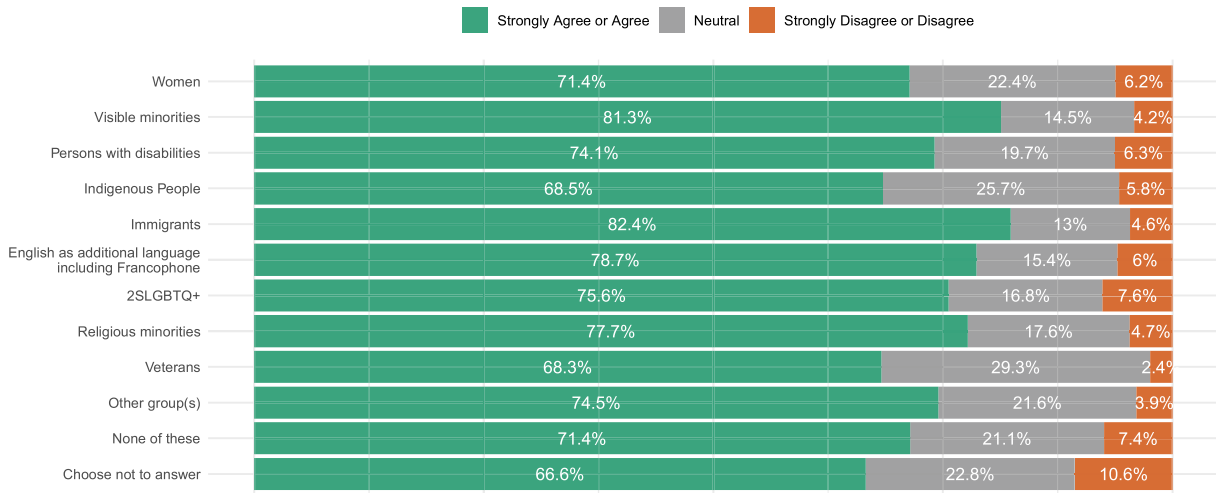
Years Worked



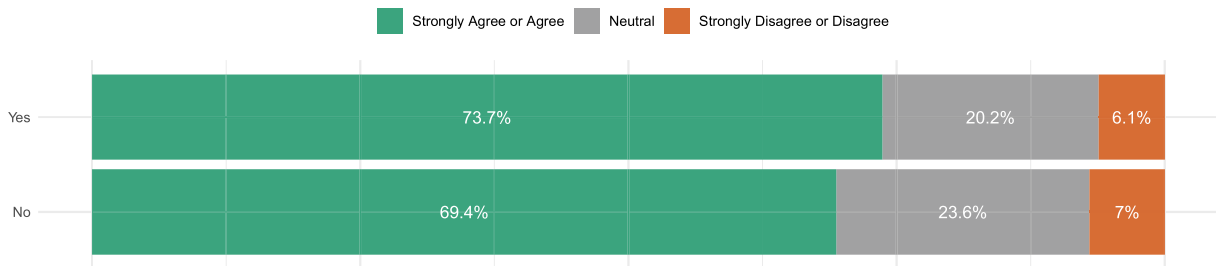
Location



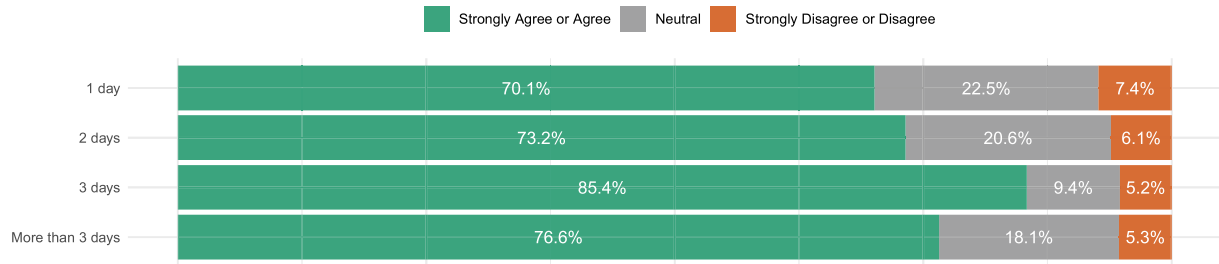
Equity Group



Remote Work

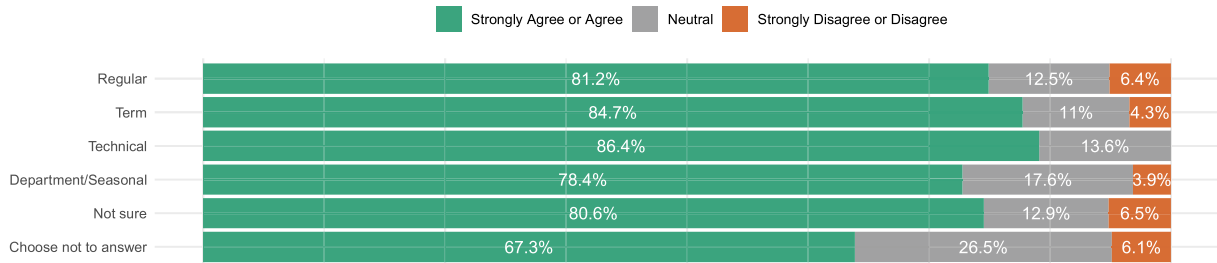


Remote Work Days

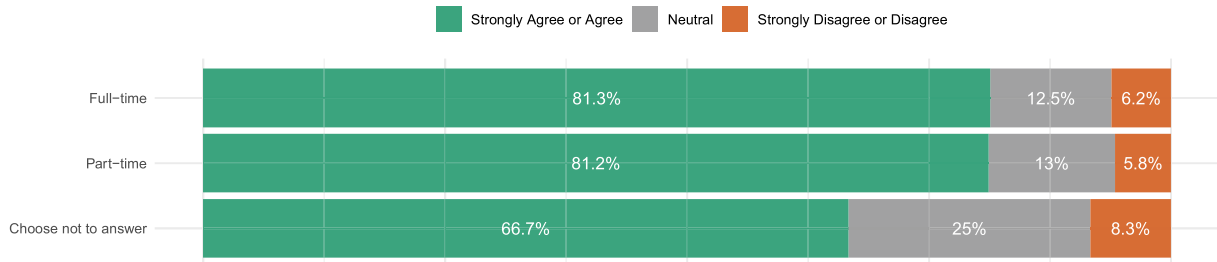


The Manitoba government provides access to respectful workplace resources and supports.

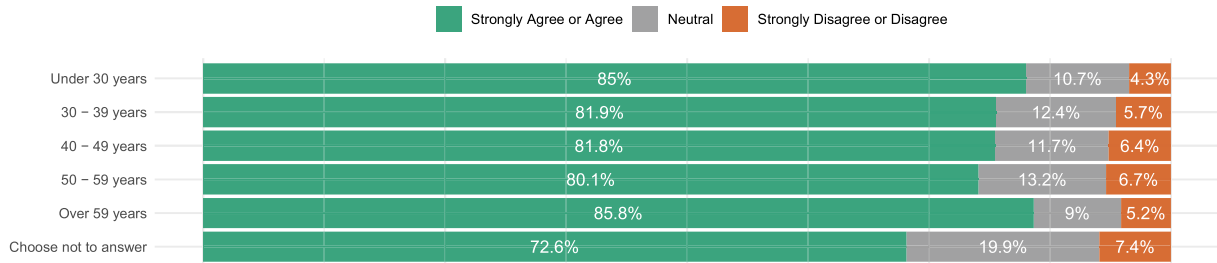
Work Arrangement



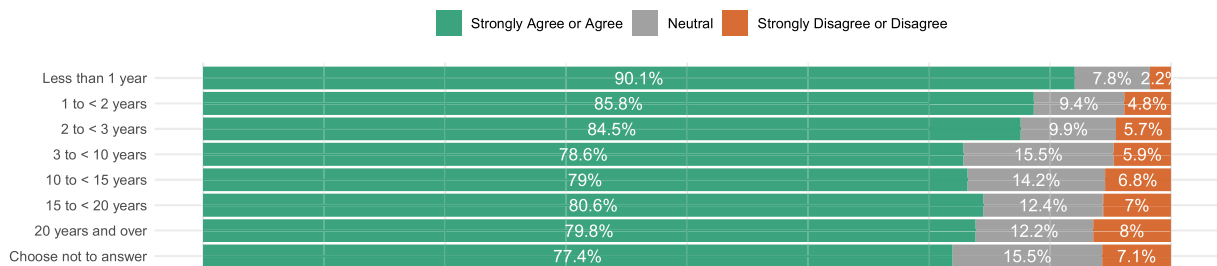
Work Schedule



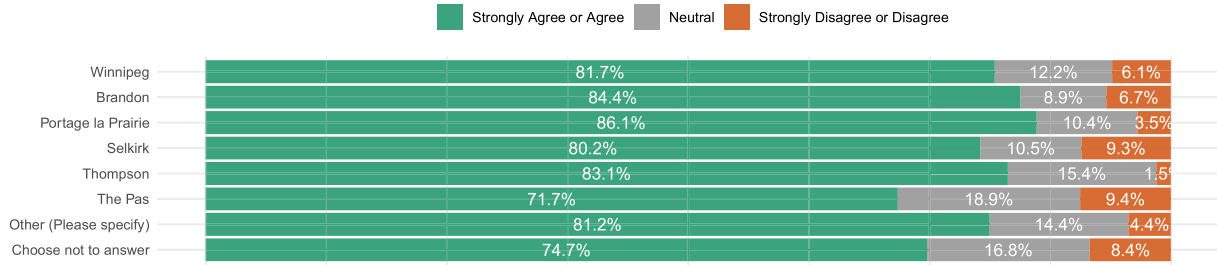
Age Group



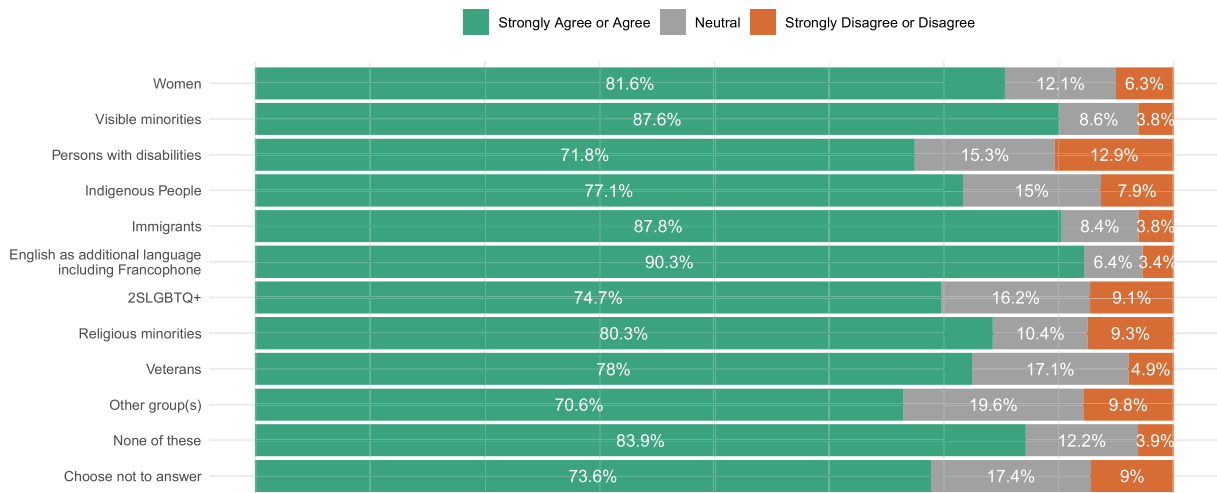
Years Worked



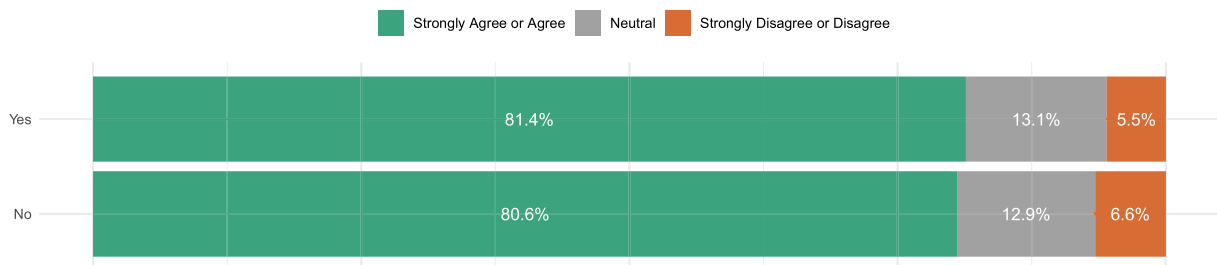
Location



Equity Group



Remote Work



Remote Work Days

