

LET YOUR VOICE BE HEARD.

KEY FINDINGS

- 50% (7,045) of all active Manitoba government employees participated in the Employee Engagement Survey (EES). This was a significant increase of 7.6% from the 2015 EES.
- All 2018 EES agreement scores were lower when compared to the 2015 results.
- The Manitoba government’s Employee Engagement Index* was 48.2%. This was a decrease of 10.6% from the 2015 EES.
- Some agreement scores were significantly lower than the 2015 EES results, including those related to having opportunities to provide input on decisions that affect one’s work, knowing how one’s work contributes to achieving the department’s goals, having support for employee learning and development, feeling that innovation is valued, and having opportunities for career growth.

*The Employee Engagement Index assesses the extent to which individuals feel connected to and involved with their jobs and their organization.

AREAS OF STRENGTH

- I have positive working relationships with my coworkers. **(82.6% agreed)**
- I am clear on the ethical values expected in performing my work. **(82.4% agreed)**
- My job is a good fit with my skills and interests. **(74.8% agreed)**
- I am held accountable for my performance. **(74.7% agreed)**
- Within my department, I have access to respectful workplace resources and supports. **(72.1% agreed)**

AREAS FOR IMPROVEMENT

- The process for assigning a job classification to a position is fair and transparent. **(30.1% agreed)**
- In my department, poor performance is addressed so improvement can occur. **(33.1% agreed)**
- I have opportunities for career growth within the Manitoba government. **(34.1% agreed)**
- Essential information flows effectively from senior leadership to staff. **(35.3% agreed)**
- My department has established processes and procedures for employees to bring forward new ideas. **(36.3% agreed)**

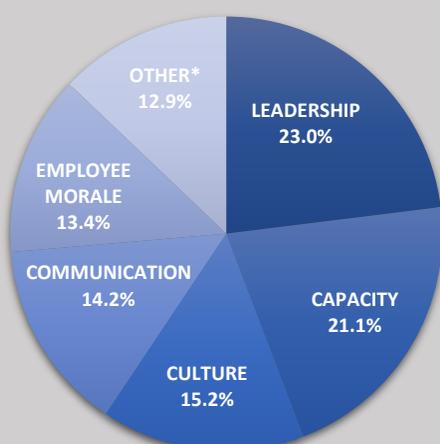
Note: The balance of the agreement score percentages noted here are made up of employees who were neutral or who disagreed.

- *“Management needs to keep employees informed on what is happening with the department and the direction we are heading...”*
- *“...Opportunities for development/career growth should be shared on a more equal basis...”*
- *“Lower case loads, and hiring more staff to share work load so that employees are not overworked, stressed, and burn out.”*
- *“In my current position, I feel engaged because I am empowered to make decisions and lead the project I’m working on.”*

**WHAT WOULD
MAKE YOU FEEL
MORE ENGAGED AT
WORK?**

When asked “What would make you feel more engaged at work?” the most commented items related to the following themes and sub-themes:

TOP 5 THEMES



TOP 5 SUB-THEMES

1. Workplace culture that is respectful, inclusive and supportive **(8.4%)**
2. Employees wanting to feel appreciated and recognized **(8.4%)**
3. Employees wanting to receive effective communication, often relating to receiving clear and timely communications **(8.2%)**
4. Having adequate staffing levels **(6.6%)**
5. Consultation with employees, often relating to employees wanting to be consulted on workplace changes, or decisions being made that may affect their work **(6.0%)**

*The ‘Other’ category includes the themes Learning and Development (7.5%), and Government Policies and Procedures (5.4%). Due to rounding, the above chart may not add to 100%.