

June 21, 2023

Ms. Kendra Coombes, M.L.A.
P.O. Box 1
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Received LCO
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Dear Ms. Coombes,

Thank you for your questions during the Public Accounts Committee meeting on Wednesday, June 7th, 2023. During the question period you requested the Public Service Commission table results from the 2022 How's Work Going Survey with the Committee.

Please find attached a Briefing Note that provides an overview of corporate equity results from the Province's biennial employee engagement survey as discussed during the meeting.

Sincerely,

Andrea M. Anderson
Commissioner
Public Service Commission

c: The Honorable Colton LeBlanc, Minister of the Public Service Commission

Briefing Note

Title: Overview of Corporate Equity Results from Engagement Survey

KEY MESSAGES:

- The biennial employee engagement survey was run in fall 2022, and the corporate Engagement Index for the Province of Nova Scotia was calculated as 61%. An Engagement Index of 60 or above indicates an engaged workforce.
- Work continues with departments to further analyze the results and create action plans for departments to increase engagement. The PSC shared a comprehensive departmental report with the Deputy Minister of each department in March 2023.

BACKGROUND:

- The Public Service Commission (PSC) runs an anonymous and confidential employee engagement survey called *How's Work Going?* (HWG) to gather employee feedback on their workplace and experience. This survey has been run in government since 2004.
- The *How's Work Going?* survey is based on the Canadian Interjurisdictional Engagement Model. A team representing provincial, territorial, and federal government has developed common employee survey questions for use by public service jurisdictions across Canada.
- The last survey was open for employees to complete from November 15 – December 6, 2022.
- The survey included a series of voluntary personal demographic questions including a question asking employees how they identify. This demographic data enables the creation of the analysis below for employee equity groups.

ANALYSIS:

- 68% of approximately 11,500 government employees responded to the survey, which is approximately 7820 employees. This represents a 1% increase in participation from 2019.
- Respondents to the 2022 *How's Work Going?* survey self-identified as follows:

Percent of Respondents	Number of Employees	Self-Identification Population
5%	391	Newcomer to Canada (within last 5 years)
6%	469	Indigenous (Inuit, Metis, Mi'kmaq, Other First Nations)
8%	625	Black (African, African Canadian, African Nova Scotian, Caribbean)
10%	782	2SLGBTQIA+
12%	938	Racialized Person (visible minority, person of colour)
13%	1016	Born outside of Canada
18%	1407	Person with a disability (including physical, cognitive, and mental health)

- Engagement Results by Diversity Group is calculated as follows:

Engagement by Diversity Group			
	Engagement Index Result		
	2022	2019	2017
NSPG Average	61	62	57
Persons with Disabilities	57	56	48
Indigenous People	58	57	55
2SLGBTQIA+*	61	60	
African Nova Scotian	68	66	56
Racially Visible Persons	69	69	60
Immigrants**	73	69	67

* The question about sexual orientation asked in 2022 differed from the 2019 question.

** In 2022, the question was changed to ask if an employee was a newcomer to Canada rather than an Immigrant.

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DATE: June 19, 2023
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