



Employee Engagement: Remote Work & Flexibility and Leadership 3rd Pulse Survey

Frequently Asked Questions and Information

What is it?

This is the final survey of a three-part pulse survey series to measure employee engagement within our public service. The PSC has administered two short “pulse” surveys since 2021 instead of one larger survey. Pulse surveys are shorter in length and based on themes that will provide useful information on several facets of engagement at a department level. The theme for this survey is ***Remote Work, Flexibility, and Leadership***.

- By answering the questions in this survey, your department will be able to build on its strengths and address the challenges that you identify in your answers. Your responses about the workplace will help *Shape the Future of the Public Service*: supporting the growth of the province through healthy, engaging, inclusive workplaces that we’re proud to contribute to.

What is the purpose of the survey?

- The purpose of the survey is to measure employees’ engagement with their work.
- Research indicates that employee engagement is related to good work performance and keeping valuable employees in the provincial civil service.
- By understanding what our employees think about the workplace and public service, we can ensure that we continue doing what is successful or take action to improve.

Why are we doing this survey?

- Your employer wants to know how you are doing and what employees think about their workplace and public service.
- PEI participates and contributes to the Employee Engagement Inter-jurisdictional Work Group
- The PEI Civil Service has participated in surveys for 2008, 2010, 2012, 2015, 2018, 2021, and 2022.

Who will be asked to complete the survey?

- All civil service employees will be asked to complete the survey.
- Health PEI uses a different survey that is customized to the health system working environment. Health PEI is not participating in this survey.

Where/ When? The survey will be open from February 1st – February 14th

Employee Engagement: Diversity & Inclusion Pulse Survey

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How can we encourage staff to participate?

- The higher the participation rate, the better the information and the more knowledge we will have about our successes as well as what needs to be improved.
- Directors, managers and supervisors are encouraged to talk to their staff about the survey and its importance in terms of improving our workplace together.
- You may want to make sure that your employees know about the draws for corporate prizes or you may want to schedule a time for your team to complete the survey.

If there is a link sent out and I respond from my email, how do I know my answers are completely anonymous?

There are four ways we maintain your anonymity:

1. While the link is sent out, the responses are submitted through QUESTIONPRO and your answers are submitted as a number. There is **no way to identify your answers** with your email or your name.
2. In addition, all of the data from the survey is **analyzed by a statistician in another department** (Finance) so PSC does not see the raw data/ answers.
3. Results are only reported to management by department this time. In the past, we have reported by division/ or in groups of 20 or more.
4. **Results will not be analysed or reported in any way that would allow individuals to be identified.**

How and when will the results be reported?

- The corporate results will be available in Spring 2023 and departmental results will be available shortly after that.
- Corporate results will be presented to senior management and posted on the Public Service Commission web site.
- Each department will be responsible for reporting its organizational results to its staff.

Is government committed to responding to the results of the survey?

- The Public Service Commission, in cooperation with government departments, is committed to working together to continually improve the workplace.
- There is commitment to recognize and celebrate what is working well in the civil service and to work together to improve.

