

2016 Employee Engagement and Satisfaction Survey & Human Resources Client Satisfaction Survey

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Government of Gouvernement des
Northwest Territories Territoires du Nord-Ouest

2016 Employee Engagement and Satisfaction Survey & Human Resources Client Satisfaction Survey

INTRODUCTION

For the past 10 years, the Government of the Northwest Territories (GNWT) has been conducting employee engagement and satisfaction surveys on a periodic basis. They began as part of an inter-jurisdictional effort among federal, provincial and territorial governments to compare employee satisfaction and engagement in a comparable manner using a set of common questions. Over the years, the survey has evolved to include components on satisfaction with human resource services, training and disabilities in the GNWT.

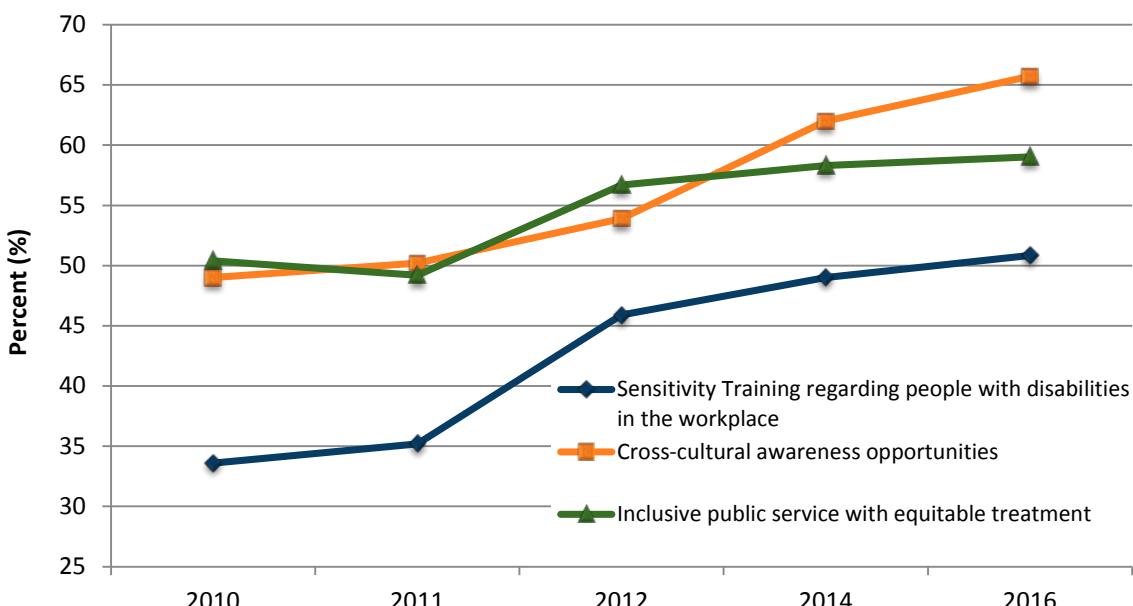
Between November 2016 and January 2017, over 2,700 GNWT employees provided their views on workplace engagement and satisfaction, representing a response rate of about 58%.

OVERVIEW OF RESULTS

The indicators outlining employee engagement and satisfaction have been categorized into nine themes that span various aspects of work life. Table 1 shows the percentage of respondents who agreed or strongly agreed for each indicator from 2010 to 2016.

The diversity theme includes indicators relating to an inclusive public service where staff are treated equitably, the promotion of cross-cultural awareness opportunities and adequate sensitivity training with regards to people with disabilities in the workplace. These have had lower agreement scores historically, but have improved over the years such that in 2016, at least 50% of all respondents agreed with all three of the diversity statements (Figure 1).

Figure 1: Agreement Percentages for Diversity Indicators



Health, wellness and safety was the other theme showing improvements between 2010 and 2016 for all three questions. Those satisfied with safety measures in place in the GNWT increased by over 9 percentage points between 2010 and 2016.

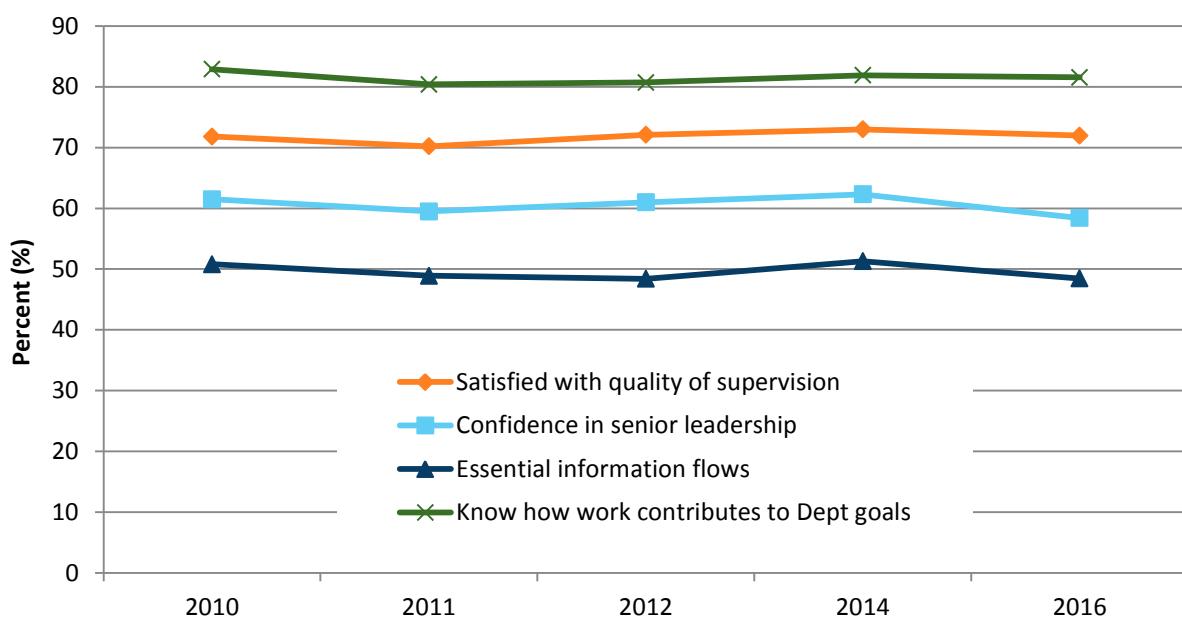
Looking at the capacity theme, respondents feel their jobs are a good match with their skills and interests but are less satisfied with their workload compared to 6 years ago (Table 1). In 2016, two new questions were added to this section asking respondents about information required to do their job effectively and efficiently. About 73% had the requisite information and data and nearly 60% had access to clear processes.

With respect to the culture of their work environment, GNWT respondents have excellent working relationships with their co-workers, good support for work/life balance and over 78% feel they are treated respectfully at work.

Adequate or appropriate recognition of exceptional work continues to be an area for enrichment in the GNWT as noted by lower scores in both the culture and development themes for related indicators across all cycles of the survey. Less than half of GNWT employees felt adequate reward programs were in place and 57% received meaningful recognition for work well done. Examining complementary questions, about 61% felt that innovation was valued in their work and that people in the GNWT strive to improve its results. In 2016, 50% of respondents indicated they had opportunities for career growth in the GNWT while 58% were satisfied with the way their career was progressing. Nearly 80% of respondents think their job gives them the chance to do challenging and interesting work, similar across all survey cycles.

Since 2010, indicators under the leadership theme have been quite consistent (Figure 2). Although respondents regularly indicate a need for improvement in the flow of information from senior leadership to staff, over 80% understand how their work contributes to departmental goals. Approximately 70% are satisfied with the quality of supervision they receive while around 60% have confidence in departmental senior leadership.

Figure 2: Agreement Percentages for Leadership Indicators



Additional questions were included in 2016 around communication and training and support when organizational changes occur. Results from both new questions were just over 40% and supplement other themes pointing toward desired improvements in communication.

During the 6 year time span, the six indicators under the engagement theme did not show any dramatic movement. Approximately 75% of respondents are satisfied in their work as a GNWT employee while nearly 72% are inspired to give their very best and would recommend the GNWT as a great place to work.

Table 1: Overview of Historical Results

	Percent who Agree or Strongly Agree				
	2010	2011	2012	2014	2016
	%	%	%	%	%
Capacity					
I have support at work to provide a high level of service.	72.4	71.3	73.3	75.9	71.3
My job is a good fit with my skills and interests.	88.2	87.6	88.4	87.5	86.9
I am satisfied with my workload.	65.0	63.3	63.5	63.6	61.2
I have access to information and data that I need in order to do my job effectively and efficiently.	n/a	n/a	n/a	n/a	73.2
I have access to clear processes in order to do my job effectively and efficiently.	n/a	n/a	n/a	n/a	59.7
Culture					
I have positive working relationships with my co-workers.	90.0	88.8	89.8	90.4	89.7
I have support at work to balance my work and personal life.	70.2	71.0	71.4	73.3	72.8
I have opportunities to provide input into decisions that affect my work.	68.5	68.7	68.8	70.7	68.0
I receive meaningful recognition for work well done.	57.7	56.4	56.5	59.0	57.1
I am treated respectfully at work.	n/a	n/a	77.6	80.0	78.4
Commitment to quality is a high priority in the GNWT.	53.8	53.2	60.1	60.3	59.7
Overall, I feel valued as a GNWT employee.	n/a	56.0	61.8	63.2	60.4
Development					
My organization supports my work related learning and development.	71.7	67.2	69.8	71.8	71.4
I have opportunities for career growth within the GNWT.	53.6	50.4	52.5	53.9	50.0
I am satisfied with the way my career is progressing in the GNWT.	n/a	n/a	n/a	n/a	58.0
The GNWT has adequate reward programs in place to help celebrate and acknowledge individual and team efforts.	35.1	36.4	40.5	42.4	42.2
Diversity					
I feel the GNWT promotes an inclusive public service where staff are treated equitably.	50.4	49.2	56.7	58.3	59.0
The GNWT promotes cross-cultural awareness opportunities for employees.	49.0	50.2	53.9	62.0	65.7
The GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace.	33.6	35.2	45.9	49.0	50.8

Table 1: Overview of Historical Results (continued)

	Percent who Agree or Strongly Agree				
	2010	2011	2012	2014	2016
	%	%	%	%	%
Excellence & Innovation					
Innovation is valued in my work.	64.8	64.3	62.6	63.0	61.5
Overall, people in the GNWT strive to improve its results.	58.5	56.8	58.8	59.9	60.6
My job gives me the chance to do challenging and interesting work.	81.9	80.4	80.9	80.9	78.8
Engagement					
Overall, I am satisfied in my work as a GNWT employee.	76.7	75.0	76.1	75.7	74.9
I am satisfied with my department.	68.8	66.8	67.8	68.6	66.0
I am inspired to give my very best.	70.5	68.4	69.6	71.2	71.9
I would recommend the GNWT as a great place to work.	70.2	70.5	75.6	75.7	71.7
I would prefer to stay with the GNWT even if offered a similar job elsewhere.	56.6	58.6	61.5	59.7	59.7
I am proud to tell people I work for the GNWT.	70.5	69.2	72.2	72.3	70.9
Health, Wellness & Safety					
I am satisfied with my physical workplace conditions.	71.4	70.5	72.1	71.8	73.2
I am satisfied with the health and wellness programs that are available to me as a GNWT employee.	61.5	60.2	64.4	65.1	68.4
I am satisfied with the safety measures that are in place in the GNWT.	67.1	66.1	68.7	72.2	76.5
Leadership					
I am satisfied with the quality of supervision I receive.	71.8	70.2	72.1	73.0	72.0
I have confidence in the senior leadership of my department.	61.5	59.5	61	62.3	58.4
Essential information flows effectively from senior leadership to staff.	50.8	48.9	48.4	51.3	48.5
I know how my work contributes to the achievement of my department's goals.	82.9	80.4	80.7	81.9	81.5
Organizational Change					
When organizational change occurs, I am satisfied with how the changes are communicated.	n/a	n/a	n/a	n/a	40.7
When organizational changes occur, I am satisfied that I receive the training and support that I need.	n/a	n/a	n/a	n/a	43.2

Client Satisfaction with GNWT Human Resource Services

While the first section of the Employee Engagement and Satisfaction Survey concentrated on employee engagement, the second focused on satisfaction with a variety of human resource services and a section on inclusive public service.

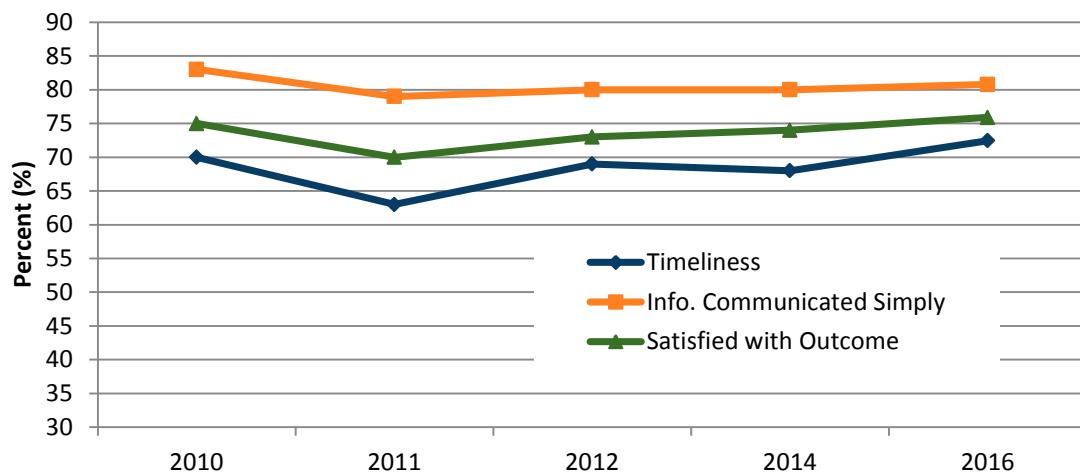
Approximately 19% of respondents changed jobs within the GNWT in the past two years. The majority cited professional development as the reason for the job change. Of those who supervise employees, almost 88% indicated that their team had the knowledge, skills and abilities to meet their current job requirements. Only 64% felt they would have the resources to meet anticipated job requirements over the next two years.

Similar to 2014, over half of the 2016 respondents had used the GNWT Learning and Development Calendar. Over 80% of the respondents that used the calendar could easily find the course information they needed and thought it was easy to register for courses. Over the past three cycles, those who felt the training courses were relevant to their job increased to just over 50% in 2016.

Over 80% of respondents used the GNWT Department of Human Resources/My HR website in the past year and, as in past years, the majority felt the website had the information they needed and that it was up-to-date. Approximately 34% could not easily find information on the website, a slight decrease from 2014.

Nearly all respondents had used PeopleSoft and like previous iterations of the survey, the majority of respondents felt it had the information they need and that the information was accurate; one quarter of respondents reported they did not receive adequate PeopleSoft training.

Figure 3: Historical Comparison of Client Satisfaction with Human Resources Helpdesk



Since 2011, client satisfaction with the HR Helpdesk has been gradually improving; current satisfaction with all three indicators is similar to percentages found in 2010.

Client Service Managers and Human Resource officers continue to provide exemplary service according to the supervisors who contacted them in the past year. Those supervisors recruiting staff were less impressed as 66% agreed or strongly agreed that the recruitment process was conducted in a timely manner. The information given to supervisors was easily understood (86%) and overall, 70% were satisfied with the way the recruitment process was conducted, an increase from the previous two cycles.

Supervisors were also asked if they had any jobs evaluated or reviewed in the past year. Nearly 73% of those who had jobs evaluated or reviewed felt they were conducted in a timely manner, and 74% indicated the information was communicated in a way they could understand. This resulted in 67% who were satisfied with the way the job evaluations or reviews were conducted.

Satisfaction with human resource services continues to improve with just under 80% indicating they were satisfied or very satisfied.

Full results from both sections of the survey may be found in the attached statistical tables.

Methodology

The NWT Bureau of Statistics conducted the 2016 Employee Engagement and Satisfaction Survey on behalf of the Department of Human Resources. The survey ran between November 2016 and January 2017. Collection methodology did not change from previous cycles; e-mail messages with a link to the on-line survey were sent out to all employees of the GNWT and its boards and agencies as per the Public Service Act. Paper copies of the questionnaire were sent by regular mail to those employees without e-mail addresses. Reminder messages were sent periodically. Positions that do not follow the same organizational structure as the GNWT, have different human resource practices or were on extended leave were excluded from the survey frame. As a result, judges, doctors, interpreters, casual employees and Members of the Legislative Assembly were not asked to complete the surveys.

Employee Engagement & Satisfaction Statistical Tables

Capacity

Table 1
Respondents by Support to Provide High Level of Service
Government of the Northwest Territories, 2016

"I have support at work to provide a high level of service."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	639	23.4	1,313	48.0	379	13.9	299	10.9	94	3.4	12	0.4
Gender														
Male	943	100.0	229	24.3	449	47.6	127	13.5	100	10.6	32	3.4	6	0.6
Female	1,688	100.0	395	23.4	811	48.0	232	13.7	189	11.2	56	3.3	5	0.3
Not Stated	105	100.0	15	14.3	53	50.5	20	19.0	10	9.5	6	5.7	1	1.0
Age Groups														
Less Than 30	202	100.0	40	19.8	90	44.6	36	17.8	29	14.4	5	2.5	2	1.0
30 - 39 Years	684	100.0	124	18.1	340	49.7	102	14.9	89	13.0	27	3.9	2	0.3
40 - 49 Years	692	100.0	171	24.7	346	50.0	82	11.8	68	9.8	23	3.3	2	0.3
50 - 59 Years	778	100.0	218	28.0	352	45.2	106	13.6	78	10.0	21	2.7	3	0.4
60+	266	100.0	73	27.4	126	47.4	31	11.7	24	9.0	10	3.8	2	0.8
Not Stated	114	100.0	13	11.4	59	51.8	22	19.3	11	9.6	8	7.0	1	0.9
Occupation Groups														
Management	536	100.0	143	26.7	259	48.3	78	14.6	46	8.6	8	1.5	2	0.4
Administration	509	100.0	125	24.6	247	48.5	70	13.8	43	8.4	20	3.9	4	0.8
Technical or Professional	1,104	100.0	254	23.0	529	47.9	138	12.5	138	12.5	41	3.7	4	0.4
Other	488	100.0	103	21.1	229	46.9	74	15.2	60	12.3	20	4.1	2	0.4
Not Stated	99	100.0	14	14.1	49	49.5	19	19.2	12	12.1	5	5.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	45	34.4	58	44.3	16	12.2	7	5.3	4	3.1	1	0.8
1 - 4 Years	820	100.0	192	23.4	396	48.3	104	12.7	99	12.1	26	3.2	3	0.4
5 - 10 Years	638	100.0	126	19.7	309	48.4	94	14.7	73	11.4	32	5.0	4	0.6
Over 10 Years	1,053	100.0	262	24.9	501	47.6	148	14.1	111	10.5	28	2.7	3	0.3
Not Stated	94	100.0	14	14.9	49	52.1	17	18.1	9	9.6	4	4.3	1	1.1
Location of Position														
Headquarters	1,222	100.0	299	24.5	590	48.3	181	14.8	105	8.6	42	3.4	5	0.4
Regional Offices	1,139	100.0	264	23.2	544	47.8	145	12.7	139	12.2	42	3.7	5	0.4
Not Stated	375	100.0	76	20.3	179	47.7	53	14.1	55	14.7	10	2.7	2	0.5

Table 2
Respondents by Fit of Position with Skills & Interests
Government of the Northwest Territories, 2016

"My job is a good fit with my skills and interests."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	1118	40.9	1,259	46.0	209	7.6	101	3.7	37	1.4	12	0.4
Gender														
Male	943	100.0	402	42.6	411	43.6	71	7.5	41	4.3	14	1.5	4	0.4
Female	1,688	100.0	674	39.9	795	47.1	130	7.7	58	3.4	23	1.4	8	0.5
Not Stated	105	100.0	42	40.0	53	50.5	8	7.6	2	1.9	0	0.0	0	0.0
Age Groups														
Less Than 30	202	100.0	59	29.2	106	52.5	22	10.9	10	5.0	3	1.5	2	1.0
30 - 39 Years	684	100.0	248	36.3	319	46.6	69	10.1	31	4.5	12	1.8	5	0.7
40 - 49 Years	692	100.0	299	43.2	314	45.4	43	6.2	25	3.6	10	1.4	1	0.1
50 - 59 Years	778	100.0	341	43.8	354	45.5	49	6.3	26	3.3	6	0.8	2	0.3
60+	266	100.0	127	47.7	110	41.4	16	6.0	7	2.6	4	1.5	2	0.8
Not Stated	114	100.0	44	38.6	56	49.1	10	8.8	2	1.8	2	1.8	0	0.0
Occupation Groups														
Management	536	100.0	250	46.6	241	45.0	27	5.0	13	2.4	3	0.6	2	0.4
Administration	509	100.0	159	31.2	252	49.5	53	10.4	26	5.1	16	3.1	3	0.6
Technical or Professional	1,104	100.0	492	44.6	485	43.9	79	7.2	32	2.9	10	0.9	6	0.5
Other	488	100.0	180	36.9	233	47.7	42	8.6	24	4.9	8	1.6	1	0.2
Not Stated	99	100.0	37	37.4	48	48.5	8	8.1	6	6.1	0	0.0	0	0.0
Length of Service														
Less than 1 Year	131	100.0	62	47.3	49	37.4	13	9.9	5	3.8	1	0.8	1	0.8
1 - 4 Years	820	100.0	324	39.5	364	44.4	75	9.1	41	5.0	12	1.5	4	0.5
5 - 10 Years	638	100.0	255	40.0	307	48.1	43	6.7	19	3.0	12	1.9	2	0.3
Over 10 Years	1,053	100.0	440	41.8	492	46.7	70	6.6	34	3.2	12	1.1	5	0.5
Not Stated	94	100.0	37	39.4	47	50.0	8	8.5	2	2.1	0	0.0	0	0.0
Location of Position														
Headquarters	1,222	100.0	474	38.8	572	46.8	106	8.7	48	3.9	19	1.6	3	0.2
Regional Offices	1,139	100.0	492	43.2	504	44.2	79	6.9	39	3.4	17	1.5	8	0.7
Not Stated	375	100.0	152	40.5	183	48.8	24	6.4	14	3.7	1	0.3	1	0.3

Table 3
Respondents by Satisfaction with Workload
Government of the Northwest Territories, 2016

"I am satisfied with my workload."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	425	15.5	1,250	45.7	435	15.9	441	16.1	168	6.1	17	0.6
Gender														
Male	943	100.0	158	16.8	437	46.3	149	15.8	146	15.5	51	5.4	2	0.2
Female	1,688	100.0	259	15.3	763	45.2	269	15.9	279	16.5	109	6.5	9	0.5
Not Stated	105	100.0	8	7.6	50	47.6	17	16.2	16	15.2	8	7.6	6	5.7
Age Groups														
Less Than 30	202	100.0	27	13.4	91	45.0	36	17.8	36	17.8	12	5.9	0	0.0
30 - 39 Years	684	100.0	86	12.6	325	47.5	102	14.9	127	18.6	42	6.1	2	0.3
40 - 49 Years	692	100.0	103	14.9	320	46.2	115	16.6	100	14.5	52	7.5	2	0.3
50 - 59 Years	778	100.0	142	18.3	344	44.2	116	14.9	130	16.7	41	5.3	5	0.6
60+	266	100.0	59	22.2	116	43.6	48	18.0	30	11.3	11	4.1	2	0.8
Not Stated	114	100.0	8	7.0	54	47.4	18	15.8	18	15.8	10	8.8	6	5.3
Occupation Groups														
Management	536	100.0	84	15.7	246	45.9	74	13.8	98	18.3	31	5.8	3	0.6
Administration	509	100.0	92	18.1	219	43.0	87	17.1	79	15.5	31	6.1	1	0.2
Technical or Professional	1,104	100.0	162	14.7	507	45.9	185	16.8	171	15.5	72	6.5	7	0.6
Other	488	100.0	80	16.4	232	47.5	74	15.2	78	16.0	24	4.9	0	0.0
Not Stated	99	100.0	7	7.1	46	46.5	15	15.2	15	15.2	10	10.1	6	6.1
Length of Service														
Less than 1 Year	131	100.0	32	24.4	68	51.9	16	12.2	9	6.9	6	4.6	0	0.0
1 - 4 Years	820	100.0	132	16.1	370	45.1	137	16.7	135	16.5	43	5.2	3	0.4
5 - 10 Years	638	100.0	85	13.3	299	46.9	97	15.2	101	15.8	54	8.5	2	0.3
Over 10 Years	1,053	100.0	169	16.0	468	44.4	171	16.2	181	17.2	58	5.5	6	0.6
Not Stated	94	100.0	7	7.4	45	47.9	14	14.9	15	16.0	7	7.4	6	6.4
Location of Position														
Headquarters	1,222	100.0	182	14.9	584	47.8	179	14.6	206	16.9	65	5.3	6	0.5
Regional Offices	1,139	100.0	195	17.1	500	43.9	196	17.2	169	14.8	76	6.7	3	0.3
Not Stated	375	100.0	48	12.8	166	44.3	60	16.0	66	17.6	27	7.2	8	2.1

Table 4
Respondents by Access to Information and Data needed to do job Effectively and Efficiently
Government of the Northwest Territories, 2016

"I have access to information and data that I need in order to do my job effectively and efficiently."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	444	16.2	1,559	57.0	313	11.4	291	10.6	73	2.7	56	2.0
Gender														
Male	943	100.0	154	16.3	539	57.2	121	12.8	92	9.8	24	2.5	13	1.4
Female	1,688	100.0	281	16.6	971	57.5	179	10.6	189	11.2	47	2.8	21	1.2
Not Stated	105	100.0	9	8.6	49	46.7	13	12.4	10	9.5	2	1.9	22	21.0
Age Groups														
Less Than 30	202	100.0	34	16.8	121	59.9	21	10.4	19	9.4	6	3.0	1	0.5
30 - 39 Years	684	100.0	96	14.0	390	57.0	75	11.0	95	13.9	19	2.8	9	1.3
40 - 49 Years	692	100.0	112	16.2	399	57.7	87	12.6	67	9.7	22	3.2	5	0.7
50 - 59 Years	778	100.0	144	18.5	446	57.3	88	11.3	71	9.1	14	1.8	15	1.9
60+	266	100.0	52	19.5	149	56.0	28	10.5	25	9.4	8	3.0	4	1.5
Not Stated	114	100.0	6	5.3	54	47.4	14	12.3	14	12.3	4	3.5	22	19.3
Occupation Groups														
Management	536	100.0	89	16.6	303	56.5	60	11.2	67	12.5	9	1.7	8	1.5
Administration	509	100.0	105	20.6	292	57.4	45	8.8	47	9.2	12	2.4	8	1.6
Technical or Professional	1,104	100.0	167	15.1	649	58.8	136	12.3	111	10.1	30	2.7	11	1.0
Other	488	100.0	75	15.4	270	55.3	60	12.3	56	11.5	20	4.1	7	1.4
Not Stated	99	100.0	8	8.1	45	45.5	12	12.1	10	10.1	2	2.0	22	22.2
Length of Service														
Less than 1 Year	131	100.0	28	21.4	72	55.0	10	7.6	13	9.9	5	3.8	3	2.3
1 - 4 Years	820	100.0	137	16.7	476	58.0	81	9.9	93	11.3	24	2.9	9	1.1
5 - 10 Years	638	100.0	85	13.3	363	56.9	83	13.0	75	11.8	23	3.6	9	1.4
Over 10 Years	1,053	100.0	187	17.8	606	57.5	128	12.2	100	9.5	19	1.8	13	1.2
Not Stated	94	100.0	7	7.4	42	44.7	11	11.7	10	10.6	2	2.1	22	23.4
Location of Position														
Headquarters	1,222	100.0	192	15.7	699	57.2	146	11.9	139	11.4	29	2.4	17	1.4
Regional Offices	1,139	100.0	209	18.3	647	56.8	123	10.8	107	9.4	38	3.3	15	1.3
Not Stated	375	100.0	43	11.5	213	56.8	44	11.7	45	12.0	6	1.6	24	6.4

Table 5
Respondents by Access to Clear Processes
Government of the Northwest Territories, 2016

"I have access to clear processes in order to do my job effectively and efficiently."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	341	12.5	1,292	47.2	477	17.4	428	15.6	130	4.8	68	2.5
Gender														
Male	943	100.0	116	12.3	432	45.8	196	20.8	142	15.1	40	4.2	17	1.8
Female	1,688	100.0	218	12.9	815	48.3	268	15.9	274	16.2	85	5.0	28	1.7
Not Stated	105	100.0	7	6.7	45	42.9	13	12.4	12	11.4	5	4.8	23	21.9
Age Groups														
Less Than 30	202	100.0	26	12.9	93	46.0	38	18.8	35	17.3	10	5.0	0	0.0
30 - 39 Years	684	100.0	68	9.9	304	44.4	121	17.7	131	19.2	43	6.3	17	2.5
40 - 49 Years	692	100.0	79	11.4	336	48.6	127	18.4	107	15.5	37	5.3	6	0.9
50 - 59 Years	778	100.0	119	15.3	381	49.0	132	17.0	109	14.0	23	3.0	14	1.8
60+	266	100.0	43	16.2	133	50.0	43	16.2	30	11.3	10	3.8	7	2.6
Not Stated	114	100.0	6	5.3	45	39.5	16	14.0	16	14.0	7	6.1	24	21.1
Occupation Groups														
Management	536	100.0	62	11.6	262	48.9	78	14.6	95	17.7	25	4.7	14	2.6
Administration	509	100.0	84	16.5	251	49.3	79	15.5	63	12.4	21	4.1	11	2.2
Technical or Professional	1,104	100.0	128	11.6	503	45.6	220	19.9	186	16.8	52	4.7	15	1.4
Other	488	100.0	61	12.5	238	48.8	88	18.0	68	13.9	27	5.5	6	1.2
Not Stated	99	100.0	6	6.1	38	38.4	12	12.1	16	16.2	5	5.1	22	22.2
Length of Service														
Less than 1 Year	131	100.0	26	19.8	58	44.3	21	16.0	17	13.0	7	5.3	2	1.5
1 - 4 Years	820	100.0	106	12.9	373	45.5	153	18.7	136	16.6	41	5.0	11	1.3
5 - 10 Years	638	100.0	66	10.3	298	46.7	117	18.3	104	16.3	43	6.7	10	1.6
Over 10 Years	1,053	100.0	137	13.0	527	50.0	173	16.4	159	15.1	35	3.3	22	2.1
Not Stated	94	100.0	6	6.4	36	38.3	13	13.8	12	12.8	4	4.3	23	24.5
Location of Position														
Headquarters	1,222	100.0	125	10.2	569	46.6	224	18.3	223	18.2	61	5.0	20	1.6
Regional Offices	1,139	100.0	176	15.5	543	47.7	195	17.1	152	13.3	54	4.7	19	1.7
Not Stated	375	100.0	40	10.7	180	48.0	58	15.5	53	14.1	15	4.0	29	7.7

Culture

Table 6
Respondents by Nature of Working Relationship with Co-Workers
Government of the Northwest Territories, 2016

"I have positive working relationships with my co-workers."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	1085	39.7	1,368	50.0	154	5.6	100	3.7	25	0.9	4	0.1
Gender														
Male	943	100.0	405	42.9	451	47.8	44	4.7	32	3.4	9	1.0	2	0.2
Female	1,688	100.0	641	38.0	868	51.4	101	6.0	63	3.7	13	0.8	2	0.1
Not Stated	105	100.0	39	37.1	49	46.7	9	8.6	5	4.8	3	2.9	0	0.0
Age Groups														
Less Than 30	202	100.0	64	31.7	111	55.0	14	6.9	10	5.0	2	1.0	1	0.5
30 - 39 Years	684	100.0	265	38.7	349	51.0	41	6.0	25	3.7	4	0.6	0	0.0
40 - 49 Years	692	100.0	277	40.0	340	49.1	34	4.9	32	4.6	9	1.3	0	0.0
50 - 59 Years	778	100.0	336	43.2	373	47.9	43	5.5	18	2.3	6	0.8	2	0.3
60+	266	100.0	109	41.0	133	50.0	13	4.9	9	3.4	1	0.4	1	0.4
Not Stated	114	100.0	34	29.8	62	54.4	9	7.9	6	5.3	3	2.6	0	0.0
Occupation Groups														
Management	536	100.0	250	46.6	253	47.2	19	3.5	14	2.6	0	0.0	0	0.0
Administration	509	100.0	187	36.7	263	51.7	34	6.7	19	3.7	5	1.0	1	0.2
Technical or Professional	1,104	100.0	458	41.5	534	48.4	58	5.3	41	3.7	11	1.0	2	0.2
Other	488	100.0	157	32.2	266	54.5	37	7.6	21	4.3	6	1.2	1	0.2
Not Stated	99	100.0	33	33.3	52	52.5	6	6.1	5	5.1	3	3.0	0	0.0
Length of Service														
Less than 1 Year	131	100.0	72	55.0	50	38.2	3	2.3	5	3.8	1	0.8	0	0.0
1 - 4 Years	820	100.0	329	40.1	400	48.8	50	6.1	34	4.1	5	0.6	2	0.2
5 - 10 Years	638	100.0	236	37.0	334	52.4	33	5.2	23	3.6	11	1.7	1	0.2
Over 10 Years	1,053	100.0	418	39.7	536	50.9	60	5.7	33	3.1	5	0.5	1	0.1
Not Stated	94	100.0	30	31.9	48	51.1	8	8.5	5	5.3	3	3.2	0	0.0
Location of Position														
Headquarters	1,222	100.0	514	42.1	615	50.3	51	4.2	32	2.6	9	0.7	1	0.1
Regional Offices	1,139	100.0	437	38.4	552	48.5	81	7.1	57	5.0	10	0.9	2	0.2
Not Stated	375	100.0	134	35.7	201	53.6	22	5.9	11	2.9	6	1.6	1	0.3

Table 7
Respondents by Support to Balance Work and Personal Life
Government of the Northwest Territories, 2016

"I have support at work to balance my work and personal life."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	732	26.8	1,260	46.1	377	13.8	263	9.6	93	3.4	11	0.4
Gender														
Male	943	100.0	268	28.4	419	44.4	144	15.3	79	8.4	29	3.1	4	0.4
Female	1,688	100.0	442	26.2	795	47.1	215	12.7	172	10.2	57	3.4	7	0.4
Not Stated	105	100.0	22	21.0	46	43.8	18	17.1	12	11.4	7	6.7	0	0.0
Age Groups														
Less Than 30	202	100.0	50	24.8	88	43.6	33	16.3	23	11.4	7	3.5	1	0.5
30 - 39 Years	684	100.0	185	27.0	314	45.9	81	11.8	69	10.1	30	4.4	5	0.7
40 - 49 Years	692	100.0	207	29.9	306	44.2	93	13.4	62	9.0	20	2.9	4	0.6
50 - 59 Years	778	100.0	214	27.5	358	46.0	115	14.8	71	9.1	19	2.4	1	0.1
60+	266	100.0	55	20.7	144	54.1	35	13.2	24	9.0	8	3.0	0	0.0
Not Stated	114	100.0	21	18.4	50	43.9	20	17.5	14	12.3	9	7.9	0	0.0
Occupation Groups														
Management	536	100.0	142	26.5	253	47.2	77	14.4	48	9.0	16	3.0	0	0.0
Administration	509	100.0	137	26.9	245	48.1	64	12.6	48	9.4	11	2.2	4	0.8
Technical or Professional	1,104	100.0	314	28.4	485	43.9	148	13.4	108	9.8	43	3.9	6	0.5
Other	488	100.0	122	25.0	231	47.3	70	14.3	47	9.6	17	3.5	1	0.2
Not Stated	99	100.0	17	17.2	46	46.5	18	18.2	12	12.1	6	6.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	49	37.4	60	45.8	11	8.4	8	6.1	2	1.5	1	0.8
1 - 4 Years	820	100.0	232	28.3	380	46.3	109	13.3	73	8.9	20	2.4	6	0.7
5 - 10 Years	638	100.0	157	24.6	290	45.5	87	13.6	64	10.0	37	5.8	3	0.5
Over 10 Years	1,053	100.0	277	26.3	487	46.2	155	14.7	104	9.9	29	2.8	1	0.1
Not Stated	94	100.0	17	18.1	43	45.7	15	16.0	14	14.9	5	5.3	0	0.0
Location of Position														
Headquarters	1,222	100.0	387	31.7	573	46.9	126	10.3	97	7.9	34	2.8	5	0.4
Regional Offices	1,139	100.0	275	24.1	516	45.3	184	16.2	116	10.2	44	3.9	4	0.4
Not Stated	375	100.0	70	18.7	171	45.6	67	17.9	50	13.3	15	4.0	2	0.5

Table 8
Respondents by Opportunities to Provide Input
Government of the Northwest Territories, 2016

"I have opportunities to provide input into decisions that affect my work."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	552	20.2	1,308	47.8	374	13.7	350	12.8	139	5.1	13	0.5
Gender														
Male	943	100.0	194	20.6	465	49.3	132	14.0	94	10.0	53	5.6	5	0.5
Female	1,688	100.0	344	20.4	793	47.0	221	13.1	242	14.3	80	4.7	8	0.5
Not Stated	105	100.0	14	13.3	50	47.6	21	20.0	14	13.3	6	5.7	0	0.0
Age Groups														
Less Than 30	202	100.0	32	15.8	110	54.5	27	13.4	23	11.4	10	5.0	0	0.0
30 - 39 Years	684	100.0	132	19.3	329	48.1	90	13.2	82	12.0	45	6.6	6	0.9
40 - 49 Years	692	100.0	150	21.7	331	47.8	82	11.8	91	13.2	35	5.1	3	0.4
50 - 59 Years	778	100.0	171	22.0	361	46.4	112	14.4	107	13.8	24	3.1	3	0.4
60+	266	100.0	56	21.1	124	46.6	40	15.0	30	11.3	15	5.6	1	0.4
Not Stated	114	100.0	11	9.6	53	46.5	23	20.2	17	14.9	10	8.8	0	0.0
Occupation Groups														
Management	536	100.0	163	30.4	256	47.8	58	10.8	44	8.2	12	2.2	3	0.6
Administration	509	100.0	103	20.2	230	45.2	80	15.7	63	12.4	30	5.9	3	0.6
Technical or Professional	1,104	100.0	206	18.7	536	48.6	149	13.5	150	13.6	57	5.2	6	0.5
Other	488	100.0	67	13.7	243	49.8	66	13.5	78	16.0	33	6.8	1	0.2
Not Stated	99	100.0	13	13.1	43	43.4	21	21.2	15	15.2	7	7.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	31	23.7	73	55.7	15	11.5	7	5.3	3	2.3	2	1.5
1 - 4 Years	820	100.0	164	20.0	415	50.6	111	13.5	88	10.7	40	4.9	2	0.2
5 - 10 Years	638	100.0	115	18.0	308	48.3	82	12.9	79	12.4	51	8.0	3	0.5
Over 10 Years	1,053	100.0	230	21.8	468	44.4	147	14.0	162	15.4	40	3.8	6	0.6
Not Stated	79	100.0	30	38.0	29	36.7	9	11.4	8	10.1	3	3.8	0	0.0
Location of Position														
Headquarters	1,026	100.0	387	37.7	486	47.4	92	9.0	50	4.9	8	0.8	3	0.3
Regional Offices	927	100.0	412	44.4	431	46.5	42	4.5	28	3.0	9	1.0	5	0.5
Not Stated	210	100.0	81	38.6	95	45.2	15	7.1	14	6.7	3	1.4	2	1.0

Table 9
Respondents by Meaningful Recognition for Work
Government of the Northwest Territories, 2016

"I receive meaningful recognition for work well done."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	471	17.2	1,090	39.8	548	20.0	418	15.3	195	7.1	14	0.5
Gender														
Male	943	100.0	161	17.1	364	38.6	201	21.3	144	15.3	66	7.0	7	0.7
Female	1,688	100.0	302	17.9	680	40.3	323	19.1	258	15.3	118	7.0	7	0.4
Not Stated	105	100.0	8	7.6	46	43.8	24	22.9	16	15.2	11	10.5	0	0.0
Age Groups														
Less Than 30	202	100.0	32	15.8	78	38.6	50	24.8	30	14.9	12	5.9	0	0.0
30 - 39 Years	684	100.0	107	15.6	267	39.0	132	19.3	116	17.0	58	8.5	4	0.6
40 - 49 Years	692	100.0	131	18.9	282	40.8	125	18.1	100	14.5	51	7.4	3	0.4
50 - 59 Years	778	100.0	148	19.0	311	40.0	159	20.4	108	13.9	47	6.0	5	0.6
60+	266	100.0	45	16.9	104	39.1	59	22.2	41	15.4	15	5.6	2	0.8
Not Stated	114	100.0	8	7.0	48	42.1	23	20.2	23	20.2	12	10.5	0	0.0
Occupation Groups														
Management	536	100.0	110	20.5	209	39.0	109	20.3	77	14.4	29	5.4	2	0.4
Administration	509	100.0	101	19.8	209	41.1	95	18.7	69	13.6	33	6.5	2	0.4
Technical or Professional	1,104	100.0	186	16.8	425	38.5	215	19.5	184	16.7	86	7.8	8	0.7
Other	488	100.0	66	13.5	209	42.8	104	21.3	69	14.1	38	7.8	2	0.4
Not Stated	99	100.0	8	8.1	38	38.4	25	25.3	19	19.2	9	9.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	32	24.4	57	43.5	26	19.8	9	6.9	4	3.1	3	2.3
1 - 4 Years	820	100.0	152	18.5	322	39.3	157	19.1	134	16.3	51	6.2	4	0.5
5 - 10 Years	638	100.0	94	14.7	267	41.8	135	21.2	84	13.2	57	8.9	1	0.2
Over 10 Years	1,053	100.0	185	17.6	406	38.6	206	19.6	174	16.5	76	7.2	6	0.6
Not Stated	94	100.0	8	8.5	38	40.4	24	25.5	17	18.1	7	7.4	0	0.0
Location of Position														
Headquarters	1,222	100.0	219	17.9	493	40.3	250	20.5	170	13.9	83	6.8	7	0.6
Regional Offices	1,139	100.0	205	18.0	438	38.5	223	19.6	185	16.2	83	7.3	5	0.4
Not Stated	375	100.0	47	12.5	159	42.4	75	20.0	63	16.8	29	7.7	2	0.5

Table 10
Respondents by Respectfulness in the Workplace
Government of the Northwest Territories, 2016

"I am treated respectfully at work."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	752	27.5	1,393	50.9	265	9.7	183	6.7	84	3.1	59	2.2
Gender														
Male	943	100.0	278	29.5	473	50.2	93	9.9	56	5.9	29	3.1	14	1.5
Female	1,688	100.0	455	27.0	871	51.6	166	9.8	121	7.2	51	3.0	24	1.4
Not Stated	105	100.0	19	18.1	49	46.7	6	5.7	6	5.7	4	3.8	21	20.0
Age Groups														
Less Than 30	202	100.0	60	29.7	95	47.0	22	10.9	19	9.4	6	3.0	0	0.0
30 - 39 Years	684	100.0	197	28.8	347	50.7	65	9.5	49	7.2	15	2.2	11	1.6
40 - 49 Years	692	100.0	185	26.7	370	53.5	61	8.8	43	6.2	27	3.9	6	0.9
50 - 59 Years	778	100.0	220	28.3	387	49.7	86	11.1	48	6.2	22	2.8	15	1.9
60+	266	100.0	74	27.8	138	51.9	25	9.4	15	5.6	8	3.0	6	2.3
Not Stated	114	100.0	16	14.0	56	49.1	6	5.3	9	7.9	6	5.3	21	18.4
Occupation Groups														
Management	536	100.0	183	34.1	259	48.3	47	8.8	29	5.4	8	1.5	10	1.9
Administration	509	100.0	138	27.1	250	49.1	55	10.8	37	7.3	21	4.1	8	1.6
Technical or Professional	1,104	100.0	311	28.2	574	52.0	102	9.2	67	6.1	37	3.4	13	1.2
Other	488	100.0	106	21.7	260	53.3	56	11.5	46	9.4	14	2.9	6	1.2
Not Stated	99	100.0	14	14.1	50	50.5	5	5.1	4	4.0	4	4.0	22	22.2
Length of Service														
Less than 1 Year	131	100.0	64	48.9	53	40.5	7	5.3	2	1.5	3	2.3	2	1.5
1 - 4 Years	820	100.0	238	29.0	420	51.2	72	8.8	54	6.6	23	2.8	13	1.6
5 - 10 Years	638	100.0	170	26.6	316	49.5	66	10.3	47	7.4	30	4.7	9	1.4
Over 10 Years	1,053	100.0	267	25.4	558	53.0	115	10.9	74	7.0	25	2.4	14	1.3
Not Stated	94	100.0	13	13.8	46	48.9	5	5.3	6	6.4	3	3.2	21	22.3
Location of Position														
Headquarters	1,222	100.0	363	29.7	625	51.1	115	9.4	64	5.2	36	2.9	19	1.6
Regional Offices	1,139	100.0	310	27.2	567	49.8	115	10.1	92	8.1	37	3.2	18	1.6
Not Stated	375	100.0	79	21.1	201	53.6	35	9.3	27	7.2	11	2.9	22	5.9

Table 11
Respondents by Belief that Commitment to Quality is a High Priority
Government of the Northwest Territories, 2016

"Commitment to quality is a high priority in the GNWT."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	385	14.1	1,249	45.7	593	21.7	316	11.5	127	4.6	66	2.4
Gender														
Male	943	100.0	125	13.3	413	43.8	202	21.4	126	13.4	59	6.3	18	1.9
Female	1,688	100.0	249	14.8	795	47.1	374	22.2	181	10.7	63	3.7	26	1.5
Not Stated	105	100.0	11	10.5	41	39.0	17	16.2	9	8.6	5	4.8	22	21.0
Age Groups														
Less Than 30	202	100.0	28	13.9	99	49.0	44	21.8	22	10.9	8	4.0	1	0.5
30 - 39 Years	684	100.0	74	10.8	299	43.7	157	23.0	99	14.5	41	6.0	14	2.0
40 - 49 Years	692	100.0	94	13.6	328	47.4	159	23.0	72	10.4	31	4.5	8	1.2
50 - 59 Years	778	100.0	135	17.4	351	45.1	162	20.8	86	11.1	28	3.6	16	2.1
60+	266	100.0	45	16.9	131	49.2	49	18.4	25	9.4	12	4.5	4	1.5
Not Stated	114	100.0	9	7.9	41	36.0	22	19.3	12	10.5	7	6.1	23	20.2
Occupation Groups														
Management	536	100.0	73	13.6	259	48.3	115	21.5	64	11.9	15	2.8	10	1.9
Administration	509	100.0	91	17.9	257	50.5	97	19.1	37	7.3	16	3.1	11	2.2
Technical or Professional	1,104	100.0	148	13.4	482	43.7	251	22.7	144	13.0	65	5.9	14	1.3
Other	488	100.0	64	13.1	218	44.7	109	22.3	61	12.5	27	5.5	9	1.8
Not Stated	99	100.0	9	9.1	33	33.3	21	21.2	10	10.1	4	4.0	22	22.2
Length of Service														
Less than 1 Year	131	100.0	33	25.2	63	48.1	19	14.5	9	6.9	4	3.1	3	2.3
1 - 4 Years	820	100.0	124	15.1	374	45.6	184	22.4	90	11.0	36	4.4	12	1.5
5 - 10 Years	638	100.0	69	10.8	294	46.1	140	21.9	83	13.0	42	6.6	10	1.6
Over 10 Years	1,053	100.0	150	14.2	485	46.1	232	22.0	126	12.0	42	4.0	18	1.7
Not Stated	94	100.0	9	9.6	33	35.1	18	19.1	8	8.5	3	3.2	23	24.5
Location of Position														
Headquarters	1,222	100.0	159	13.0	543	44.4	291	23.8	144	11.8	65	5.3	20	1.6
Regional Offices	1,139	100.0	183	16.1	539	47.3	218	19.1	127	11.2	53	4.7	19	1.7
Not Stated	375	100.0	43	11.5	167	44.5	84	22.4	45	12.0	9	2.4	27	7.2

Table 12
Respondents by Overall Feeling of Value
Government of the Northwest Territories, 2016

"Overall, I feel valued as a GNWT employee"															
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%	
Total Respondents	2,736	100.0	405	14.8	1,247	45.6	586	21.4	288	10.5	157	5.7	53	1.9	
Gender															
Male	943	100.0	146	15.5	433	45.9	202	21.4	93	9.9	65	6.9	4	0.4	
Female	1,688	100.0	251	14.9	782	46.3	370	21.9	187	11.1	87	5.2	11	0.7	
Not Stated	105	100.0	8	7.6	32	30.5	14	13.3	8	7.6	5	4.8	38	36.2	
Age Groups															
Less Than 30	202	100.0	27	13.4	88	43.6	49	24.3	28	13.9	8	4.0	2	1.0	
30 - 39 Years	684	100.0	73	10.7	315	46.1	148	21.6	90	13.2	54	7.9	4	0.6	
40 - 49 Years	692	100.0	112	16.2	325	47.0	157	22.7	63	9.1	33	4.8	2	0.3	
50 - 59 Years	778	100.0	135	17.4	363	46.7	167	21.5	73	9.4	35	4.5	5	0.6	
60+	266	100.0	51	19.2	122	45.9	49	18.4	25	9.4	17	6.4	2	0.8	
Not Stated	114	100.0	7	6.1	34	29.8	16	14.0	9	7.9	10	8.8	38	33.3	
Occupation Groups															
Management	536	100.0	97	18.1	258	48.1	105	19.6	52	9.7	21	3.9	3	0.6	
Administration	509	100.0	88	17.3	235	46.2	106	20.8	54	10.6	25	4.9	1	0.2	
Technical or Professional	1,104	100.0	154	13.9	503	45.6	250	22.6	119	10.8	70	6.3	8	0.7	
Other	488	100.0	60	12.3	224	45.9	111	22.7	53	10.9	37	7.6	3	0.6	
Not Stated	99	100.0	6	6.1	27	27.3	14	14.1	10	10.1	4	4.0	38	38.4	
Length of Service															
Less than 1 Year	131	100.0	32	24.4	63	48.1	30	22.9	4	3.1	2	1.5	0	0.0	
1 - 4 Years	820	100.0	129	15.7	367	44.8	181	22.1	86	10.5	50	6.1	7	0.9	
5 - 10 Years	638	100.0	78	12.2	305	47.8	133	20.8	65	10.2	53	8.3	4	0.6	
Over 10 Years	1,053	100.0	159	15.1	486	46.2	229	21.7	126	12.0	49	4.7	4	0.4	
Not Stated	94	100.0	7	7.4	26	27.7	13	13.8	7	7.4	3	3.2	38	40.4	
Location of Position															
Headquarters	1,222	100.0	179	14.6	578	47.3	267	21.8	122	10.0	70	5.7	6	0.5	
Regional Offices	1,139	100.0	186	16.3	520	45.7	230	20.2	127	11.2	68	6.0	8	0.7	
Not Stated	375	100.0	40	10.7	149	39.7	89	23.7	39	10.4	19	5.1	39	10.4	

Development

Table 13
Respondents by Perception of GNWT's Support for Work Related Learning
Government of the Northwest Territories, 2016

"My organization supports my work related learning and development."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	652	23.8	1,301	47.6	387	14.1	261	9.5	119	4.3	16	0.6
Gender														
Male	943	100.0	208	22.1	456	48.4	136	14.4	98	10.4	41	4.3	4	0.4
Female	1,688	100.0	430	25.5	790	46.8	235	13.9	151	8.9	70	4.1	12	0.7
Not Stated	105	100.0	14	13.3	55	52.4	16	15.2	12	11.4	8	7.6	0	0.0
Age Groups														
Less Than 30	202	100.0	48	23.8	95	47.0	36	17.8	19	9.4	4	2.0	0	0.0
30 - 39 Years	684	100.0	159	23.2	324	47.4	85	12.4	76	11.1	34	5.0	6	0.9
40 - 49 Years	692	100.0	186	26.9	333	48.1	91	13.2	48	6.9	32	4.6	2	0.3
50 - 59 Years	778	100.0	188	24.2	359	46.1	121	15.6	77	9.9	29	3.7	4	0.5
60+	266	100.0	59	22.2	128	48.1	36	13.5	28	10.5	11	4.1	4	1.5
Not Stated	114	100.0	12	10.5	62	54.4	18	15.8	13	11.4	9	7.9	0	0.0
Occupation Groups														
Management	536	100.0	171	31.9	248	46.3	61	11.4	41	7.6	13	2.4	2	0.4
Administration	509	100.0	109	21.4	253	49.7	85	16.7	43	8.4	17	3.3	2	0.4
Technical or Professional	1,104	100.0	269	24.4	514	46.6	152	13.8	109	9.9	54	4.9	6	0.5
Other	488	100.0	92	18.9	233	47.7	74	15.2	56	11.5	27	5.5	6	1.2
Not Stated	99	100.0	11	11.1	53	53.5	15	15.2	12	12.1	8	8.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	39	29.8	61	46.6	18	13.7	11	8.4	0	0.0	2	1.5
1 - 4 Years	820	100.0	197	24.0	391	47.7	127	15.5	67	8.2	35	4.3	3	0.4
5 - 10 Years	638	100.0	153	24.0	305	47.8	85	13.3	56	8.8	36	5.6	3	0.5
Over 10 Years	1,053	100.0	252	23.9	492	46.7	142	13.5	117	11.1	42	4.0	8	0.8
Not Stated	94	100.0	11	11.7	52	55.3	15	16.0	10	10.6	6	6.4	0	0.0
Location of Position														
Headquarters	1,222	100.0	292	23.9	605	49.5	167	13.7	107	8.8	44	3.6	7	0.6
Regional Offices	1,139	100.0	283	24.8	517	45.4	156	13.7	115	10.1	61	5.4	7	0.6
Not Stated	375	100.0	77	20.5	179	47.7	64	17.1	39	10.4	14	3.7	2	0.5

Table 14
Respondents by Perception of Opportunities for Career Growth
Government of the Northwest Territories, 2016

"I have opportunities for career growth within the GNWT."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	396	14.5	971	35.5	703	25.7	436	15.9	210	7.7	20	0.7
Gender														
Male	943	100.0	123	13.0	332	35.2	260	27.6	137	14.5	82	8.7	9	1.0
Female	1,688	100.0	260	15.4	608	36.0	417	24.7	277	16.4	116	6.9	10	0.6
Not Stated	105	100.0	13	12.4	31	29.5	26	24.8	22	21.0	12	11.4	1	1.0
Age Groups														
Less Than 30	202	100.0	33	16.3	84	41.6	51	25.2	26	12.9	7	3.5	1	0.5
30 - 39 Years	684	100.0	98	14.3	244	35.7	160	23.4	117	17.1	60	8.8	5	0.7
40 - 49 Years	692	100.0	124	17.9	243	35.1	176	25.4	95	13.7	50	7.2	4	0.6
50 - 59 Years	778	100.0	99	12.7	276	35.5	217	27.9	124	15.9	58	7.5	4	0.5
60+	266	100.0	30	11.3	89	33.5	74	27.8	50	18.8	19	7.1	4	1.5
Not Stated	114	100.0	12	10.5	35	30.7	25	21.9	24	21.1	16	14.0	2	1.8
Occupation Groups														
Management	536	100.0	107	20.0	225	42.0	103	19.2	69	12.9	28	5.2	4	0.7
Administration	509	100.0	69	13.6	167	32.8	149	29.3	86	16.9	35	6.9	3	0.6
Technical or Professional	1,104	100.0	155	14.0	379	34.3	297	26.9	186	16.8	80	7.2	7	0.6
Other	488	100.0	53	10.9	170	34.8	132	27.0	75	15.4	54	11.1	4	0.8
Not Stated	99	100.0	12	12.1	30	30.3	22	22.2	20	20.2	13	13.1	2	2.0
Length of Service														
Less than 1 Year	131	100.0	29	22.1	38	29.0	46	35.1	13	9.9	3	2.3	2	1.5
1 - 4 Years	820	100.0	127	15.5	303	37.0	222	27.1	116	14.1	47	5.7	5	0.6
5 - 10 Years	638	100.0	96	15.0	227	35.6	159	24.9	96	15.0	57	8.9	3	0.5
Over 10 Years	1,053	100.0	132	12.5	371	35.2	258	24.5	190	18.0	93	8.8	9	0.9
Not Stated	94	100.0	12	12.8	32	34.0	18	19.1	21	22.3	10	10.6	1	1.1
Location of Position														
Headquarters	1,222	100.0	170	13.9	453	37.1	311	25.5	193	15.8	85	7.0	10	0.8
Regional Offices	1,139	100.0	183	16.1	375	32.9	305	26.8	178	15.6	92	8.1	6	0.5
Not Stated	375	100.0	43	11.5	143	38.1	87	23.2	65	17.3	33	8.8	4	1.1

Table 15
Respondents by Satisfaction with Progression of Career
Government of the Northwest Territories, 2016

"I am satisfied with the way my career is progressing in the GNWT."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	460	16.8	1,127	41.2	633	23.1	329	12.0	165	6.0	22	0.8
Gender														
Male	943	100.0	155	16.4	365	38.7	233	24.7	117	12.4	65	6.9	8	0.8
Female	1,688	100.0	295	17.5	717	42.5	376	22.3	195	11.6	91	5.4	14	0.8
Not Stated	105	100.0	10	9.5	45	42.9	24	22.9	17	16.2	9	8.6	0	0.0
Age Groups														
Less Than 30	202	100.0	31	15.3	83	41.1	54	26.7	24	11.9	10	5.0	0	0.0
30 - 39 Years	684	100.0	102	14.9	267	39.0	157	23.0	101	14.8	50	7.3	7	1.0
40 - 49 Years	692	100.0	125	18.1	289	41.8	159	23.0	74	10.7	39	5.6	6	0.9
50 - 59 Years	778	100.0	155	19.9	317	40.7	176	22.6	84	10.8	42	5.4	4	0.5
60+	266	100.0	37	13.9	127	47.7	60	22.6	25	9.4	12	4.5	5	1.9
Not Stated	114	100.0	10	8.8	44	38.6	27	23.7	21	18.4	12	10.5	0	0.0
Occupation Groups														
Management	536	100.0	128	23.9	242	45.1	91	17.0	51	9.5	20	3.7	4	0.7
Administration	509	100.0	76	14.9	190	37.3	142	27.9	64	12.6	33	6.5	4	0.8
Technical or Professional	1,104	100.0	181	16.4	452	40.9	269	24.4	130	11.8	60	5.4	12	1.1
Other	488	100.0	66	13.5	203	41.6	110	22.5	65	13.3	42	8.6	2	0.4
Not Stated	99	100.0	9	9.1	40	40.4	21	21.2	19	19.2	10	10.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	31	23.7	46	35.1	40	30.5	8	6.1	3	2.3	3	2.3
1 - 4 Years	820	100.0	137	16.7	329	40.1	206	25.1	90	11.0	53	6.5	5	0.6
5 - 10 Years	638	100.0	97	15.2	261	40.9	149	23.4	87	13.6	39	6.1	5	0.8
Over 10 Years	1,053	100.0	185	17.6	452	42.9	217	20.6	128	12.2	62	5.9	9	0.9
Not Stated	94	100.0	10	10.6	39	41.5	21	22.3	16	17.0	8	8.5	0	0.0
Location of Position														
Headquarters	1,222	100.0	216	17.7	481	39.4	303	24.8	143	11.7	71	5.8	8	0.7
Regional Offices	1,139	100.0	198	17.4	465	40.8	253	22.2	138	12.1	73	6.4	12	1.1
Not Stated	375	100.0	46	12.3	181	48.3	77	20.5	48	12.8	21	5.6	2	0.5

Table 16
Respondents by Satisfaction with Reward Programs
Government of the Northwest Territories, 2016

"The GNWT has adequate reward programs in place to help celebrate and acknowledge individual and team efforts."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	236	8.6	919	33.6	780	28.5	500	18.3	242	8.8	59	2.2
Gender														
Male	943	100.0	86	9.1	330	35.0	245	26.0	184	19.5	91	9.7	7	0.7
Female	1,688	100.0	148	8.8	565	33.5	515	30.5	304	18.0	143	8.5	13	0.8
Not Stated	105	100.0	2	1.9	24	22.9	20	19.0	12	11.4	8	7.6	39	37.1
Age Groups														
Less Than 30	202	100.0	13	6.4	68	33.7	70	34.7	32	15.8	18	8.9	1	0.5
30 - 39 Years	684	100.0	46	6.7	211	30.8	207	30.3	138	20.2	76	11.1	6	0.9
40 - 49 Years	692	100.0	62	9.0	261	37.7	181	26.2	128	18.5	58	8.4	2	0.3
50 - 59 Years	778	100.0	87	11.2	258	33.2	228	29.3	138	17.7	59	7.6	8	1.0
60+	266	100.0	27	10.2	93	35.0	75	28.2	51	19.2	17	6.4	3	1.1
Not Stated	114	100.0	1	0.9	28	24.6	19	16.7	13	11.4	14	12.3	39	34.2
Occupation Groups														
Management	536	100.0	50	9.3	198	36.9	133	24.8	103	19.2	48	9.0	4	0.7
Administration	509	100.0	56	11.0	176	34.6	155	30.5	81	15.9	38	7.5	3	0.6
Technical or Professional	1,104	100.0	85	7.7	350	31.7	347	31.4	215	19.5	97	8.8	10	0.9
Other	488	100.0	43	8.8	169	34.6	132	27.0	90	18.4	51	10.5	3	0.6
Not Stated	99	100.0	2	2.0	26	26.3	13	13.1	11	11.1	8	8.1	39	39.4
Length of Service														
Less than 1 Year	131	100.0	17	13.0	42	32.1	53	40.5	11	8.4	6	4.6	2	1.5
1 - 4 Years	820	100.0	68	8.3	273	33.3	264	32.2	146	17.8	63	7.7	6	0.7
5 - 10 Years	638	100.0	51	8.0	199	31.2	183	28.7	122	19.1	78	12.2	5	0.8
Over 10 Years	1,053	100.0	98	9.3	381	36.2	266	25.3	212	20.1	89	8.5	7	0.7
Not Stated	94	100.0	2	2.1	24	25.5	14	14.9	9	9.6	6	6.4	39	41.5
Location of Position														
Headquarters	1,222	100.0	96	7.9	441	36.1	350	28.6	226	18.5	100	8.2	9	0.7
Regional Offices	1,139	100.0	118	10.4	365	32.0	330	29.0	208	18.3	109	9.6	9	0.8
Not Stated	375	100.0	22	5.9	113	30.1	100	26.7	66	17.6	33	8.8	41	10.9

Diversity

Table 17
Respondents by Belief of Inclusive Public Service
Government of the Northwest Territories, 2016

"I feel the GNWT promotes an inclusive public service where staff are treated equitably."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	371	13.6	1,244	45.5	500	18.3	381	13.9	186	6.8	54	2.0
Gender														
Male	943	100.0	155	16.4	427	45.3	147	15.6	131	13.9	78	8.3	5	0.5
Female	1,688	100.0	210	12.4	791	46.9	335	19.8	238	14.1	104	6.2	10	0.6
Not Stated	105	100.0	6	5.7	26	24.8	18	17.1	12	11.4	4	3.8	39	37.1
Age Groups														
Less Than 30	202	100.0	28	13.9	105	52.0	37	18.3	19	9.4	12	5.9	1	0.5
30 - 39 Years	684	100.0	94	13.7	332	48.5	105	15.4	88	12.9	58	8.5	7	1.0
40 - 49 Years	692	100.0	98	14.2	313	45.2	134	19.4	95	13.7	51	7.4	1	0.1
50 - 59 Years	778	100.0	110	14.1	348	44.7	153	19.7	119	15.3	44	5.7	4	0.5
60+	266	100.0	36	13.5	118	44.4	53	19.9	43	16.2	14	5.3	2	0.8
Not Stated	114	100.0	5	4.4	28	24.6	18	15.8	17	14.9	7	6.1	39	34.2
Occupation Groups														
Management	536	100.0	87	16.2	245	45.7	86	16.0	85	15.9	31	5.8	2	0.4
Administration	509	100.0	67	13.2	235	46.2	111	21.8	68	13.4	26	5.1	2	0.4
Technical or Professional	1,104	100.0	159	14.4	523	47.4	183	16.6	147	13.3	85	7.7	7	0.6
Other	488	100.0	53	10.9	220	45.1	102	20.9	68	13.9	41	8.4	4	0.8
Not Stated	99	100.0	5	5.1	21	21.2	18	18.2	13	13.1	3	3.0	39	39.4
Length of Service														
Less than 1 Year	131	100.0	31	23.7	68	51.9	20	15.3	9	6.9	3	2.3	0	0.0
1 - 4 Years	820	100.0	124	15.1	388	47.3	140	17.1	103	12.6	55	6.7	10	1.2
5 - 10 Years	638	100.0	76	11.9	313	49.1	95	14.9	89	13.9	62	9.7	3	0.5
Over 10 Years	1,053	100.0	135	12.8	454	43.1	231	21.9	167	15.9	64	6.1	2	0.2
Not Stated	94	100.0	5	5.3	21	22.3	14	14.9	13	13.8	2	2.1	39	41.5
Location of Position														
Headquarters	1,222	100.0	156	12.8	592	48.4	215	17.6	173	14.2	78	6.4	8	0.7
Regional Offices	1,139	100.0	170	14.9	513	45.0	205	18.0	162	14.2	83	7.3	6	0.5
Not Stated	375	100.0	45	12.0	139	37.1	80	21.3	46	12.3	25	6.7	40	10.7

Table 18
Respondents by Perception of Cross-Cultural Opportunities
Government of the Northwest Territories, 2016

"The GNWT promotes cross-cultural awareness opportunities for employees."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	383	14.0	1,415	51.7	544	19.9	251	9.2	78	2.9	65	2.4
Gender														
Male	943	100.0	147	15.6	493	52.3	191	20.3	81	8.6	24	2.5	7	0.7
Female	1,688	100.0	231	13.7	886	52.5	336	19.9	165	9.8	50	3.0	20	1.2
Not Stated	105	100.0	5	4.8	36	34.3	17	16.2	5	4.8	4	3.8	38	36.2
Age Groups														
Less Than 30	202	100.0	28	13.9	119	58.9	38	18.8	13	6.4	3	1.5	1	0.5
30 - 39 Years	684	100.0	97	14.2	349	51.0	124	18.1	81	11.8	25	3.7	8	1.2
40 - 49 Years	692	100.0	108	15.6	352	50.9	153	22.1	52	7.5	24	3.5	3	0.4
50 - 59 Years	778	100.0	114	14.7	418	53.7	147	18.9	73	9.4	15	1.9	11	1.4
60+	266	100.0	32	12.0	137	51.5	61	22.9	27	10.2	5	1.9	4	1.5
Not Stated	114	100.0	4	3.5	40	35.1	21	18.4	5	4.4	6	5.3	38	33.3
Occupation Groups														
Management	536	100.0	95	17.7	270	50.4	89	16.6	63	11.8	16	3.0	3	0.6
Administration	509	100.0	80	15.7	269	52.8	110	21.6	35	6.9	9	1.8	6	1.2
Technical or Professional	1,104	100.0	143	13.0	594	53.8	226	20.5	98	8.9	31	2.8	12	1.1
Other	488	100.0	62	12.7	247	50.6	102	20.9	52	10.7	19	3.9	6	1.2
Not Stated	99	100.0	3	3.0	35	35.4	17	17.2	3	3.0	3	3.0	38	38.4
Length of Service														
Less than 1 Year	131	100.0	36	27.5	65	49.6	23	17.6	4	3.1	2	1.5	1	0.8
1 - 4 Years	820	100.0	118	14.4	435	53.0	160	19.5	78	9.5	19	2.3	10	1.2
5 - 10 Years	638	100.0	84	13.2	325	50.9	136	21.3	60	9.4	28	4.4	5	0.8
Over 10 Years	1,053	100.0	141	13.4	556	52.8	213	20.2	106	10.1	26	2.5	11	1.0
Not Stated	94	100.0	4	4.3	34	36.2	12	12.8	3	3.2	3	3.2	38	40.4
Location of Position														
Headquarters	1,222	100.0	172	14.1	637	52.1	250	20.5	116	9.5	35	2.9	12	1.0
Regional Offices	1,139	100.0	168	14.7	581	51.0	235	20.6	108	9.5	34	3.0	13	1.1
Not Stated	375	100.0	43	11.5	197	52.5	59	15.7	27	7.2	9	2.4	40	10.7

Table 19
Respondents by Satisfaction with Sensitivity Training with Regards to Persons with Disabilities
Government of the Northwest Territories, 2016

"The GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	283	10.3	1,108	40.5	828	30.3	357	13.0	97	3.5	63	2.3
Gender														
Male	943	100.0	111	11.8	393	41.7	298	31.6	105	11.1	28	3.0	8	0.8
Female	1,688	100.0	169	10.0	684	40.5	510	30.2	244	14.5	64	3.8	17	1.0
Not Stated	105	100.0	3	2.9	31	29.5	20	19.0	8	7.6	5	4.8	38	36.2
Age Groups														
Less Than 30	202	100.0	16	7.9	92	45.5	60	29.7	28	13.9	5	2.5	1	0.5
30 - 39 Years	684	100.0	68	9.9	277	40.5	192	28.1	112	16.4	29	4.2	6	0.9
40 - 49 Years	692	100.0	80	11.6	281	40.6	220	31.8	83	12.0	26	3.8	2	0.3
50 - 59 Years	778	100.0	85	10.9	321	41.3	239	30.7	96	12.3	27	3.5	10	1.3
60+	266	100.0	31	11.7	104	39.1	90	33.8	29	10.9	6	2.3	6	2.3
Not Stated	114	100.0	3	2.6	33	28.9	27	23.7	9	7.9	4	3.5	38	33.3
Occupation Groups														
Management	536	100.0	68	12.7	255	47.6	122	22.8	70	13.1	16	3.0	5	0.9
Administration	509	100.0	62	12.2	210	41.3	158	31.0	60	11.8	16	3.1	3	0.6
Technical or Professional	1,104	100.0	104	9.4	424	38.4	373	33.8	151	13.7	42	3.8	10	0.9
Other	488	100.0	46	9.4	194	39.8	151	30.9	69	14.1	21	4.3	7	1.4
Not Stated	99	100.0	3	3.0	25	25.3	24	24.2	7	7.1	2	2.0	38	38.4
Length of Service														
Less than 1 Year	131	100.0	18	13.7	53	40.5	48	36.6	8	6.1	4	3.1	0	0.0
1 - 4 Years	820	100.0	78	9.5	342	41.7	256	31.2	116	14.1	21	2.6	7	0.9
5 - 10 Years	638	100.0	67	10.5	255	40.0	189	29.6	80	12.5	39	6.1	8	1.3
Over 10 Years	1,053	100.0	117	11.1	430	40.8	317	30.1	148	14.1	31	2.9	10	0.9
Not Stated	94	100.0	3	3.2	28	29.8	18	19.1	5	5.3	2	2.1	38	40.4
Location of Position														
Headquarters	1,222	100.0	128	10.5	508	41.6	364	29.8	172	14.1	41	3.4	9	0.7
Regional Offices	1,139	100.0	129	11.3	453	39.8	359	31.5	142	12.5	42	3.7	14	1.2
Not Stated	375	100.0	26	6.9	147	39.2	105	28.0	43	11.5	14	3.7	40	10.7

Excellence & Innovation

Table 20
Respondents by Perception of Value for Innovation
Government of the Northwest Territories, 2016

"Innovation is valued in my work."															
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%	
Total Respondents	2,736	100.0	505	18.5	1,177	43.0	571	20.9	318	11.6	151	5.5	14	0.5	
Gender															
Male	943	100.0	180	19.1	378	40.1	218	23.1	104	11.0	59	6.3	4	0.4	
Female	1,688	100.0	314	18.6	750	44.4	331	19.6	200	11.8	83	4.9	10	0.6	
Not Stated	105	100.0	11	10.5	49	46.7	22	21.0	14	13.3	9	8.6	0	0.0	
Age Groups															
Less Than 30	202	100.0	28	13.9	93	46.0	46	22.8	24	11.9	9	4.5	2	1.0	
30 - 39 Years	684	100.0	120	17.5	285	41.7	134	19.6	93	13.6	47	6.9	5	0.7	
40 - 49 Years	692	100.0	137	19.8	306	44.2	145	21.0	62	9.0	40	5.8	2	0.3	
50 - 59 Years	778	100.0	162	20.8	329	42.3	164	21.1	88	11.3	31	4.0	4	0.5	
60+	266	100.0	49	18.4	110	41.4	60	22.6	36	13.5	10	3.8	1	0.4	
Not Stated	114	100.0	9	7.9	54	47.4	22	19.3	15	13.2	14	12.3	0	0.0	
Occupation Groups															
Management	536	100.0	129	24.1	255	47.6	81	15.1	53	9.9	16	3.0	2	0.4	
Administration	509	100.0	90	17.7	218	42.8	120	23.6	49	9.6	27	5.3	5	1.0	
Technical or Professional	1,104	100.0	205	18.6	452	40.9	239	21.6	139	12.6	63	5.7	6	0.5	
Other	488	100.0	71	14.5	211	43.2	106	21.7	64	13.1	35	7.2	1	0.2	
Not Stated	99	100.0	10	10.1	41	41.4	25	25.3	13	13.1	10	10.1	0	0.0	
Length of Service															
Less than 1 Year	131	100.0	34	26.0	62	47.3	24	18.3	4	3.1	5	3.8	2	1.5	
1 - 4 Years	820	100.0	145	17.7	343	41.8	180	22.0	103	12.6	46	5.6	3	0.4	
5 - 10 Years	638	100.0	114	17.9	263	41.2	133	20.8	75	11.8	49	7.7	4	0.6	
Over 10 Years	1,053	100.0	202	19.2	465	44.2	213	20.2	124	11.8	44	4.2	5	0.5	
Not Stated	94	100.0	10	10.6	44	46.8	21	22.3	12	12.8	7	7.4	0	0.0	
Location of Position															
Headquarters	1,222	100.0	232	19.0	504	41.2	262	21.4	157	12.8	61	5.0	6	0.5	
Regional Offices	1,139	100.0	215	18.9	494	43.4	233	20.5	124	10.9	67	5.9	6	0.5	
Not Stated	375	100.0	58	15.5	179	47.7	76	20.3	37	9.9	23	6.1	2	0.5	

Table 21

Respondents by Perception that Others Strive to Improve Results

Government of the Northwest Territories, 2016

"Overall, people in the GNWT strive to improve its results."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	397	14.5	1,262	46.1	691	25.3	257	9.4	104	3.8	25	0.9
Gender														
Male	943	100.0	121	12.8	424	45.0	245	26.0	105	11.1	41	4.3	7	0.7
Female	1,688	100.0	265	15.7	785	46.5	425	25.2	144	8.5	58	3.4	11	0.7
Not Stated	105	100.0	11	10.5	53	50.5	21	20.0	8	7.6	5	4.8	7	6.7
Age Groups														
Less Than 30	202	100.0	28	13.9	85	42.1	54	26.7	25	12.4	9	4.5	1	0.5
30 - 39 Years	684	100.0	79	11.5	301	44.0	175	25.6	92	13.5	35	5.1	2	0.3
40 - 49 Years	692	100.0	95	13.7	318	46.0	189	27.3	57	8.2	25	3.6	8	1.2
50 - 59 Years	778	100.0	138	17.7	369	47.4	194	24.9	49	6.3	21	2.7	7	0.9
60+	266	100.0	48	18.0	134	50.4	54	20.3	22	8.3	7	2.6	1	0.4
Not Stated	114	100.0	9	7.9	55	48.2	25	21.9	12	10.5	7	6.1	6	5.3
Occupation Groups														
Management	536	100.0	79	14.7	267	49.8	123	22.9	55	10.3	9	1.7	3	0.6
Administration	509	100.0	91	17.9	226	44.4	133	26.1	44	8.6	13	2.6	2	0.4
Technical or Professional	1,104	100.0	149	13.5	501	45.4	280	25.4	106	9.6	56	5.1	12	1.1
Other	488	100.0	68	13.9	220	45.1	134	27.5	43	8.8	21	4.3	2	0.4
Not Stated	99	100.0	10	10.1	48	48.5	21	21.2	9	9.1	5	5.1	6	6.1
Length of Service														
Less than 1 Year	131	100.0	37	28.2	55	42.0	25	19.1	9	6.9	3	2.3	2	1.5
1 - 4 Years	820	100.0	125	15.2	367	44.8	206	25.1	83	10.1	35	4.3	4	0.5
5 - 10 Years	638	100.0	75	11.8	302	47.3	161	25.2	64	10.0	35	5.5	1	0.2
Over 10 Years	1,053	100.0	150	14.2	491	46.6	279	26.5	94	8.9	27	2.6	12	1.1
Not Stated	94	100.0	10	10.6	47	50.0	20	21.3	7	7.4	4	4.3	6	6.4
Location of Position														
Headquarters	1,222	100.0	151	12.4	566	46.3	330	27.0	118	9.7	49	4.0	8	0.7
Regional Offices	1,139	100.0	197	17.3	524	46.0	253	22.2	112	9.8	45	4.0	8	0.7
Not Stated	375	100.0	49	13.1	172	45.9	108	28.8	27	7.2	10	2.7	9	2.4

Table 22

Respondents by the Chance to do Challenging & Interesting Work

Government of the Northwest Territories, 2016

"My job gives me the chance to do challenging and interesting work."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	863	31.5	1,294	47.3	289	10.6	188	6.9	73	2.7	29	1.1
Gender														
Male	943	100.0	298	31.6	456	48.4	92	9.8	63	6.7	26	2.8	8	0.8
Female	1,688	100.0	536	31.8	787	46.6	187	11.1	122	7.2	41	2.4	15	0.9
Not Stated	105	100.0	29	27.6	51	48.6	10	9.5	3	2.9	6	5.7	6	5.7
Age Groups														
Less Than 30	202	100.0	59	29.2	100	49.5	20	9.9	14	6.9	9	4.5	0	0.0
30 - 39 Years	684	100.0	181	26.5	343	50.1	77	11.3	54	7.9	21	3.1	8	1.2
40 - 49 Years	692	100.0	231	33.4	332	48.0	62	9.0	43	6.2	17	2.5	7	1.0
50 - 59 Years	778	100.0	272	35.0	350	45.0	84	10.8	54	6.9	12	1.5	6	0.8
60+	266	100.0	95	35.7	114	42.9	33	12.4	16	6.0	6	2.3	2	0.8
Not Stated	114	100.0	25	21.9	55	48.2	13	11.4	7	6.1	8	7.0	6	5.3
Occupation Groups														
Management	536	100.0	214	39.9	260	48.5	33	6.2	19	3.5	5	0.9	5	0.9
Administration	509	100.0	130	25.5	212	41.7	85	16.7	54	10.6	25	4.9	3	0.6
Technical or Professional	1,104	100.0	346	31.3	544	49.3	114	10.3	70	6.3	21	1.9	9	0.8
Other	488	100.0	149	30.5	233	47.7	45	9.2	39	8.0	16	3.3	6	1.2
Not Stated	99	100.0	24	24.2	45	45.5	12	12.1	6	6.1	6	6.1	6	6.1
Length of Service														
Less than 1 Year	131	100.0	66	50.4	43	32.8	11	8.4	7	5.3	3	2.3	1	0.8
1 - 4 Years	820	100.0	249	30.4	381	46.5	93	11.3	67	8.2	27	3.3	3	0.4
5 - 10 Years	638	100.0	186	29.2	314	49.2	69	10.8	40	6.3	22	3.4	7	1.1
Over 10 Years	1,053	100.0	339	32.2	510	48.4	106	10.1	71	6.7	16	1.5	11	1.0
Not Stated	94	100.0	23	24.5	46	48.9	10	10.6	3	3.2	5	5.3	7	7.4
Location of Position														
Headquarters	1,222	100.0	374	30.6	570	46.6	152	12.4	93	7.6	23	1.9	10	0.8
Regional Offices	1,139	100.0	377	33.1	535	47.0	97	8.5	81	7.1	39	3.4	10	0.9
Not Stated	375	100.0	112	29.9	189	50.4	40	10.7	14	3.7	11	2.9	9	2.4

Engagement

Table 23
Respondents by Satisfaction with Work as a GNWT Employee
Government of the Northwest Territories, 2016

"Overall, I am satisfied in my work as a GNWT employee."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	606	22.1	1,444	52.8	398	14.5	190	6.9	82	3.0	16	0.6
Gender														
Male	943	100.0	222	23.5	468	49.6	136	14.4	79	8.4	33	3.5	5	0.5
Female	1,688	100.0	367	21.7	918	54.4	247	14.6	102	6.0	43	2.5	11	0.7
Not Stated	105	100.0	17	16.2	58	55.2	15	14.3	9	8.6	6	5.7	0	0.0
Age Groups														
Less Than 30	202	100.0	40	19.8	104	51.5	35	17.3	17	8.4	6	3.0	0	0.0
30 - 39 Years	684	100.0	128	18.7	362	52.9	113	16.5	53	7.7	24	3.5	4	0.6
40 - 49 Years	692	100.0	160	23.1	372	53.8	96	13.9	36	5.2	19	2.7	9	1.3
50 - 59 Years	778	100.0	205	26.3	389	50.0	106	13.6	53	6.8	23	3.0	2	0.3
60+	266	100.0	60	22.6	154	57.9	30	11.3	18	6.8	3	1.1	1	0.4
Not Stated	114	100.0	13	11.4	63	55.3	18	15.8	13	11.4	7	6.1	0	0.0
Occupation Groups														
Management	536	100.0	153	28.5	280	52.2	63	11.8	29	5.4	9	1.7	2	0.4
Administration	509	100.0	120	23.6	249	48.9	81	15.9	34	6.7	20	3.9	5	1.0
Technical or Professional	1,104	100.0	219	19.8	604	54.7	164	14.9	82	7.4	28	2.5	7	0.6
Other	488	100.0	102	20.9	259	53.1	71	14.5	34	7.0	20	4.1	2	0.4
Not Stated	99	100.0	12	12.1	52	52.5	19	19.2	11	11.1	5	5.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	39	29.8	71	54.2	10	7.6	6	4.6	2	1.5	3	2.3
1 - 4 Years	820	100.0	186	22.7	404	49.3	139	17.0	64	7.8	22	2.7	5	0.6
5 - 10 Years	638	100.0	126	19.7	344	53.9	93	14.6	41	6.4	31	4.9	3	0.5
Over 10 Years	1,053	100.0	243	23.1	572	54.3	139	13.2	71	6.7	23	2.2	5	0.5
Not Stated	94	100.0	12	12.8	53	56.4	17	18.1	8	8.5	4	4.3	0	0.0
Location of Position														
Headquarters	1,222	100.0	264	21.6	651	53.3	177	14.5	85	7.0	38	3.1	7	0.6
Regional Offices	1,139	100.0	281	24.7	569	50.0	173	15.2	80	7.0	30	2.6	6	0.5
Not Stated	375	100.0	61	16.3	224	59.7	48	12.8	25	6.7	14	3.7	3	0.8

Table 24
Respondents by Satisfied with Department
Government of the Northwest Territories, 2016

"I am satisfied with my department."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	561	20.5	1,245	45.5	477	17.4	305	11.1	137	5.0	11	0.4
Gender														
Male	943	100.0	201	21.3	408	43.3	162	17.2	113	12.0	55	5.8	4	0.4
Female	1,688	100.0	345	20.4	785	46.5	297	17.6	179	10.6	75	4.4	7	0.4
Not Stated	105	100.0	15	14.3	52	49.5	18	17.1	13	12.4	7	6.7	0	0.0
Age Groups														
Less Than 30	202	100.0	32	15.8	93	46.0	46	22.8	23	11.4	8	4.0	0	0.0
30 - 39 Years	684	100.0	111	16.2	322	47.1	118	17.3	90	13.2	40	5.8	3	0.4
40 - 49 Years	692	100.0	153	22.1	319	46.1	116	16.8	66	9.5	34	4.9	4	0.6
50 - 59 Years	778	100.0	196	25.2	324	41.6	137	17.6	83	10.7	36	4.6	2	0.3
60+	266	100.0	58	21.8	128	48.1	43	16.2	27	10.2	8	3.0	2	0.8
Not Stated	114	100.0	11	9.6	59	51.8	17	14.9	16	14.0	11	9.6	0	0.0
Occupation Groups														
Management	536	100.0	132	24.6	256	47.8	72	13.4	62	11.6	12	2.2	2	0.4
Administration	509	100.0	123	24.2	220	43.2	87	17.1	51	10.0	26	5.1	2	0.4
Technical or Professional	1,104	100.0	204	18.5	515	46.6	196	17.8	125	11.3	59	5.3	5	0.5
Other	488	100.0	90	18.4	208	42.6	104	21.3	49	10.0	35	7.2	2	0.4
Not Stated	99	100.0	12	12.1	46	46.5	18	18.2	18	18.2	5	5.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	39	29.8	65	49.6	14	10.7	7	5.3	3	2.3	3	2.3
1 - 4 Years	820	100.0	168	20.5	370	45.1	158	19.3	83	10.1	39	4.8	2	0.2
5 - 10 Years	638	100.0	114	17.9	301	47.2	109	17.1	68	10.7	45	7.1	1	0.2
Over 10 Years	1,053	100.0	230	21.8	460	43.7	178	16.9	134	12.7	46	4.4	5	0.5
Not Stated	94	100.0	10	10.6	49	52.1	18	19.1	13	13.8	4	4.3	0	0.0
Location of Position														
Headquarters	1,222	100.0	252	20.6	579	47.4	198	16.2	130	10.6	59	4.8	4	0.3
Regional Offices	1,139	100.0	248	21.8	488	42.8	212	18.6	126	11.1	59	5.2	6	0.5
Not Stated	375	100.0	61	16.3	178	47.5	67	17.9	49	13.1	19	5.1	1	0.3

Table 25
Respondents by Inspiration to Give Their Best
Government of the Northwest Territories, 2016

"I am inspired to give my very best."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	722	26.4	1,244	45.5	389	14.2	273	10.0	86	3.1	22	0.8
Gender														
Male	943	100.0	218	23.1	431	45.7	158	16.8	91	9.7	42	4.5	3	0.3
Female	1,688	100.0	481	28.5	770	45.6	218	12.9	168	10.0	38	2.3	13	0.8
Not Stated	105	100.0	23	21.9	43	41.0	13	12.4	14	13.3	6	5.7	6	5.7
Age Groups														
Less Than 30	202	100.0	43	21.3	97	48.0	29	14.4	28	13.9	5	2.5	0	0.0
30 - 39 Years	684	100.0	153	22.4	307	44.9	106	15.5	80	11.7	33	4.8	5	0.7
40 - 49 Years	692	100.0	186	26.9	317	45.8	101	14.6	62	9.0	22	3.2	4	0.6
50 - 59 Years	778	100.0	233	29.9	355	45.6	110	14.1	64	8.2	10	1.3	6	0.8
60+	266	100.0	88	33.1	119	44.7	30	11.3	21	7.9	7	2.6	1	0.4
Not Stated	114	100.0	19	16.7	49	43.0	13	11.4	18	15.8	9	7.9	6	5.3
Occupation Groups														
Management	536	100.0	147	27.4	250	46.6	81	15.1	46	8.6	9	1.7	3	0.6
Administration	509	100.0	153	30.1	226	44.4	69	13.6	47	9.2	11	2.2	3	0.6
Technical or Professional	1,104	100.0	274	24.8	496	44.9	170	15.4	115	10.4	40	3.6	9	0.8
Other	488	100.0	130	26.6	229	46.9	59	12.1	48	9.8	21	4.3	1	0.2
Not Stated	99	100.0	18	18.2	43	43.4	10	10.1	17	17.2	5	5.1	6	6.1
Length of Service														
Less than 1 Year	131	100.0	55	42.0	56	42.7	8	6.1	9	6.9	2	1.5	1	0.8
1 - 4 Years	820	100.0	212	25.9	370	45.1	119	14.5	87	10.6	28	3.4	4	0.5
5 - 10 Years	638	100.0	154	24.1	292	45.8	93	14.6	68	10.7	28	4.4	3	0.5
Over 10 Years	1,053	100.0	283	26.9	484	46.0	159	15.1	95	9.0	24	2.3	8	0.8
Not Stated	94	100.0	18	19.1	42	44.7	10	10.6	14	14.9	4	4.3	6	6.4
Location of Position														
Headquarters	1,222	100.0	295	24.1	544	44.5	187	15.3	148	12.1	38	3.1	10	0.8
Regional Offices	1,139	100.0	339	29.8	514	45.1	157	13.8	91	8.0	34	3.0	4	0.4
Not Stated	375	100.0	88	23.5	186	49.6	45	12.0	34	9.1	14	3.7	8	2.1

Table 26
Respondents by Willingness to Recommend the GNWT as a Great Place to Work
Government of the Northwest Territories, 2016

"I would recommend the GNWT as a great place to work."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	660	24.1	1,302	47.6	534	19.5	155	5.7	62	2.3	23	0.8
Gender														
Male	943	100.0	238	25.2	408	43.3	200	21.2	67	7.1	28	3.0	2	0.2
Female	1,688	100.0	402	23.8	844	50.0	316	18.7	81	4.8	30	1.8	15	0.9
Not Stated	105	100.0	20	19.0	50	47.6	18	17.1	7	6.7	4	3.8	6	5.7
Age Groups														
Less Than 30	202	100.0	43	21.3	101	50.0	41	20.3	12	5.9	4	2.0	1	0.5
30 - 39 Years	684	100.0	156	22.8	327	47.8	139	20.3	36	5.3	20	2.9	6	0.9
40 - 49 Years	692	100.0	167	24.1	330	47.7	144	20.8	35	5.1	12	1.7	4	0.6
50 - 59 Years	778	100.0	206	26.5	365	46.9	152	19.5	39	5.0	11	1.4	5	0.6
60+	266	100.0	72	27.1	126	47.4	36	13.5	22	8.3	9	3.4	1	0.4
Not Stated	114	100.0	16	14.0	53	46.5	22	19.3	11	9.6	6	5.3	6	5.3
Occupation Groups														
Management	536	100.0	145	27.1	257	47.9	91	17.0	32	6.0	7	1.3	4	0.7
Administration	509	100.0	140	27.5	254	49.9	87	17.1	14	2.8	13	2.6	1	0.2
Technical or Professional	1,104	100.0	239	21.6	526	47.6	229	20.7	75	6.8	26	2.4	9	0.8
Other	488	100.0	122	25.0	220	45.1	105	21.5	26	5.3	12	2.5	3	0.6
Not Stated	99	100.0	14	14.1	45	45.5	22	22.2	8	8.1	4	4.0	6	6.1
Length of Service														
Less than 1 Year	131	100.0	51	38.9	58	44.3	13	9.9	4	3.1	3	2.3	2	1.5
1 - 4 Years	820	100.0	202	24.6	376	45.9	167	20.4	51	6.2	21	2.6	3	0.4
5 - 10 Years	638	100.0	144	22.6	307	48.1	137	21.5	28	4.4	19	3.0	3	0.5
Over 10 Years	1,053	100.0	249	23.6	516	49.0	197	18.7	66	6.3	16	1.5	9	0.9
Not Stated	94	100.0	14	14.9	45	47.9	20	21.3	6	6.4	3	3.2	6	6.4
Location of Position														
Headquarters	1,222	100.0	279	22.8	588	48.1	250	20.5	72	5.9	26	2.1	7	0.6
Regional Offices	1,139	100.0	306	26.9	532	46.7	206	18.1	59	5.2	27	2.4	9	0.8
Not Stated	375	100.0	75	20.0	182	48.5	78	20.8	24	6.4	9	2.4	7	1.9

Table 27
Respondents by Willingness to Stay with the GNWT
Government of the Northwest Territories, 2016

"I would prefer to stay with the GNWT even if offered a similar job elsewhere."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	659	24.1	975	35.6	716	26.2	264	9.6	101	3.7	21	0.8
Gender														
Male	943	100.0	214	22.7	299	31.7	274	29.1	98	10.4	51	5.4	7	0.7
Female	1,688	100.0	426	25.2	642	38.0	413	24.5	155	9.2	43	2.5	9	0.5
Not Stated	105	100.0	19	18.1	34	32.4	29	27.6	11	10.5	7	6.7	5	4.8
Age Groups														
Less Than 30	202	100.0	32	15.8	70	34.7	70	34.7	25	12.4	5	2.5	0	0.0
30 - 39 Years	684	100.0	148	21.6	240	35.1	178	26.0	86	12.6	30	4.4	2	0.3
40 - 49 Years	692	100.0	173	25.0	237	34.2	196	28.3	58	8.4	25	3.6	3	0.4
50 - 59 Years	778	100.0	216	27.8	293	37.7	184	23.7	59	7.6	20	2.6	6	0.8
60+	266	100.0	73	27.4	96	36.1	60	22.6	23	8.6	10	3.8	4	1.5
Not Stated	114	100.0	17	14.9	39	34.2	28	24.6	13	11.4	11	9.6	6	5.3
Occupation Groups														
Management	536	100.0	132	24.6	195	36.4	134	25.0	51	9.5	20	3.7	4	0.7
Administration	509	100.0	158	31.0	207	40.7	100	19.6	32	6.3	10	2.0	2	0.4
Technical or Professional	1,104	100.0	227	20.6	382	34.6	314	28.4	132	12.0	42	3.8	7	0.6
Other	488	100.0	126	25.8	156	32.0	144	29.5	38	7.8	22	4.5	2	0.4
Not Stated	99	100.0	16	16.2	35	35.4	24	24.2	11	11.1	7	7.1	6	6.1
Length of Service														
Less than 1 Year	131	100.0	45	34.4	40	30.5	39	29.8	5	3.8	1	0.8	1	0.8
1 - 4 Years	820	100.0	196	23.9	266	32.4	225	27.4	96	11.7	35	4.3	2	0.2
5 - 10 Years	638	100.0	138	21.6	219	34.3	188	29.5	63	9.9	29	4.5	1	0.2
Over 10 Years	1,053	100.0	263	25.0	416	39.5	241	22.9	91	8.6	30	2.8	12	1.1
Not Stated	94	100.0	17	18.1	34	36.2	23	24.5	9	9.6	6	6.4	5	5.3
Location of Position														
Headquarters	1,222	100.0	282	23.1	444	36.3	314	25.7	134	11.0	40	3.3	8	0.7
Regional Offices	1,139	100.0	299	26.3	388	34.1	310	27.2	93	8.2	42	3.7	7	0.6
Not Stated	375	100.0	78	20.8	143	38.1	92	24.5	37	9.9	19	5.1	6	1.6

Table 28
Respondents by Pride in Workplace
Government of the Northwest Territories, 2016

"I am proud to tell people I work for the GNWT."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	677	24.7	1,263	46.2	577	21.1	151	5.5	51	1.9	17	0.6
Gender														
Male	943	100.0	237	25.1	392	41.6	224	23.8	62	6.6	23	2.4	5	0.5
Female	1,688	100.0	420	24.9	820	48.6	335	19.8	83	4.9	23	1.4	7	0.4
Not Stated	105	100.0	20	19.0	51	48.6	18	17.1	6	5.7	5	4.8	5	4.8
Age Groups														
Less Than 30	202	100.0	43	21.3	96	47.5	50	24.8	10	5.0	3	1.5	0	0.0
30 - 39 Years	684	100.0	151	22.1	315	46.1	157	23.0	47	6.9	11	1.6	3	0.4
40 - 49 Years	692	100.0	173	25.0	321	46.4	148	21.4	35	5.1	11	1.6	4	0.6
50 - 59 Years	778	100.0	216	27.8	353	45.4	158	20.3	37	4.8	11	1.4	3	0.4
60+	266	100.0	76	28.6	122	45.9	42	15.8	16	6.0	8	3.0	2	0.8
Not Stated	114	100.0	18	15.8	56	49.1	22	19.3	6	5.3	7	6.1	5	4.4
Occupation Groups														
Management	536	100.0	126	23.5	264	49.3	102	19.0	32	6.0	8	1.5	4	0.7
Administration	509	100.0	152	29.9	237	46.6	90	17.7	22	4.3	7	1.4	1	0.2
Technical or Professional	1,104	100.0	252	22.8	498	45.1	257	23.3	72	6.5	19	1.7	6	0.5
Other	488	100.0	132	27.0	216	44.3	107	21.9	20	4.1	12	2.5	1	0.2
Not Stated	99	100.0	15	15.2	48	48.5	21	21.2	5	5.1	5	5.1	5	5.1
Length of Service														
Less than 1 Year	131	100.0	59	45.0	54	41.2	14	10.7	4	3.1	0	0.0	0	0.0
1 - 4 Years	820	100.0	219	26.7	364	44.4	181	22.1	43	5.2	12	1.5	1	0.1
5 - 10 Years	638	100.0	137	21.5	300	47.0	146	22.9	34	5.3	18	2.8	3	0.5
Over 10 Years	1,053	100.0	246	23.4	498	47.3	219	20.8	65	6.2	17	1.6	8	0.8
Not Stated	94	100.0	16	17.0	47	50.0	17	18.1	5	5.3	4	4.3	5	5.3
Location of Position														
Headquarters	1,222	100.0	276	22.6	554	45.3	282	23.1	80	6.5	22	1.8	8	0.7
Regional Offices	1,139	100.0	321	28.2	522	45.8	221	19.4	52	4.6	20	1.8	3	0.3
Not Stated	375	100.0	80	21.3	187	49.9	74	19.7	19	5.1	9	2.4	6	1.6

Health, Wellness & Safety

Table 29
Respondents by Satisfaction with Physical Workplace Conditions
Government of the Northwest Territories, 2016

"I am satisfied with my physical workplace conditions."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	580	21.2	1,423	52.0	246	9.0	307	11.2	119	4.3	61	2.2
Gender														
Male	943	100.0	221	23.4	500	53.0	78	8.3	87	9.2	42	4.5	15	1.6
Female	1,688	100.0	347	20.6	877	52.0	158	9.4	210	12.4	71	4.2	25	1.5
Not Stated	105	100.0	12	11.4	46	43.8	10	9.5	10	9.5	6	5.7	21	20.0
Age Groups														
Less Than 30	202	100.0	37	18.3	112	55.4	25	12.4	18	8.9	10	5.0	0	0.0
30 - 39 Years	684	100.0	136	19.9	358	52.3	66	9.6	88	12.9	25	3.7	11	1.6
40 - 49 Years	692	100.0	153	22.1	367	53.0	50	7.2	82	11.8	30	4.3	10	1.4
50 - 59 Years	778	100.0	187	24.0	393	50.5	70	9.0	79	10.2	34	4.4	15	1.9
60+	266	100.0	56	21.1	140	52.6	25	9.4	30	11.3	11	4.1	4	1.5
Not Stated	114	100.0	11	9.6	53	46.5	10	8.8	10	8.8	9	7.9	21	18.4
Occupation Groups														
Management	536	100.0	150	28.0	284	53.0	38	7.1	40	7.5	16	3.0	8	1.5
Administration	509	100.0	115	22.6	257	50.5	49	9.6	58	11.4	19	3.7	11	2.2
Technical or Professional	1,104	100.0	229	20.7	570	51.6	100	9.1	140	12.7	50	4.5	15	1.4
Other	488	100.0	75	15.4	268	54.9	51	10.5	61	12.5	27	5.5	6	1.2
Not Stated	99	100.0	11	11.1	44	44.4	8	8.1	8	8.1	7	7.1	21	21.2
Length of Service														
Less than 1 Year	131	100.0	41	31.3	64	48.9	10	7.6	8	6.1	5	3.8	3	2.3
1 - 4 Years	820	100.0	164	20.0	446	54.4	76	9.3	89	10.9	33	4.0	12	1.5
5 - 10 Years	638	100.0	138	21.6	332	52.0	55	8.6	78	12.2	27	4.2	8	1.3
Over 10 Years	1,053	100.0	226	21.5	537	51.0	100	9.5	124	11.8	49	4.7	17	1.6
Not Stated	94	100.0	11	11.7	44	46.8	5	5.3	8	8.5	5	5.3	21	22.3
Location of Position														
Headquarters	1,222	100.0	263	21.5	667	54.6	104	8.5	126	10.3	44	3.6	18	1.5
Regional Offices	1,139	100.0	260	22.8	578	50.7	100	8.8	127	11.2	54	4.7	20	1.8
Not Stated	375	100.0	57	15.2	178	47.5	42	11.2	54	14.4	21	5.6	23	6.1

Table 30
Respondents by Satisfaction with Health and Wellness Programs
Government of the Northwest Territories, 2016

"I am satisfied with the health and wellness programs that are available to me as a GNWT employee."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	433	15.8	1,438	52.6	515	18.8	202	7.4	91	3.3	57	2.1
Gender														
Male	943	100.0	172	18.2	485	51.4	199	21.1	48	5.1	34	3.6	5	0.5
Female	1,688	100.0	256	15.2	914	54.1	302	17.9	151	8.9	53	3.1	12	0.7
Not Stated	105	100.0	5	4.8	39	37.1	14	13.3	3	2.9	4	3.8	40	38.1
Age Groups														
Less Than 30	202	100.0	20	9.9	108	53.5	45	22.3	23	11.4	5	2.5	1	0.5
30 - 39 Years	684	100.0	110	16.1	337	49.3	135	19.7	66	9.6	31	4.5	5	0.7
40 - 49 Years	692	100.0	117	16.9	379	54.8	130	18.8	41	5.9	23	3.3	2	0.3
50 - 59 Years	778	100.0	133	17.1	433	55.7	142	18.3	47	6.0	17	2.2	6	0.8
60+	266	100.0	49	18.4	138	51.9	49	18.4	19	7.1	8	3.0	3	1.1
Not Stated	114	100.0	4	3.5	43	37.7	14	12.3	6	5.3	7	6.1	40	35.1
Occupation Groups														
Management	536	100.0	98	18.3	287	53.5	93	17.4	40	7.5	14	2.6	4	0.7
Administration	509	100.0	87	17.1	289	56.8	78	15.3	41	8.1	12	2.4	2	0.4
Technical or Professional	1,104	100.0	177	16.0	574	52.0	218	19.7	81	7.3	45	4.1	9	0.8
Other	488	100.0	66	13.5	252	51.6	114	23.4	37	7.6	16	3.3	3	0.6
Not Stated	99	100.0	5	5.1	36	36.4	12	12.1	3	3.0	4	4.0	39	39.4
Length of Service														
Less than 1 Year	131	100.0	26	19.8	61	46.6	36	27.5	4	3.1	3	2.3	1	0.8
1 - 4 Years	820	100.0	133	16.2	434	52.9	159	19.4	62	7.6	24	2.9	8	1.0
5 - 10 Years	638	100.0	107	16.8	317	49.7	122	19.1	55	8.6	33	5.2	4	0.6
Over 10 Years	1,053	100.0	162	15.4	591	56.1	189	17.9	78	7.4	28	2.7	5	0.5
Not Stated	94	100.0	5	5.3	35	37.2	9	9.6	3	3.2	3	3.2	39	41.5
Location of Position														
Headquarters	1,222	100.0	200	16.4	672	55.0	229	18.7	82	6.7	29	2.4	10	0.8
Regional Offices	1,139	100.0	193	16.9	590	51.8	209	18.3	90	7.9	49	4.3	8	0.7
Not Stated	375	100.0	40	10.7	176	46.9	77	20.5	30	8.0	13	3.5	39	10.4

Table 31
Respondents by Satisfaction with GNWT Safety Measures
Government of the Northwest Territories, 2016

"I am satisfied with the safety measures that are in place in the GNWT."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	495	18.1	1,599	58.4	356	13.0	155	5.7	74	2.7	57	2.1
Gender														
Male	943	100.0	183	19.4	555	58.9	122	12.9	43	4.6	34	3.6	6	0.6
Female	1,688	100.0	303	18.0	999	59.2	229	13.6	108	6.4	36	2.1	13	0.8
Not Stated	105	100.0	9	8.6	45	42.9	5	4.8	4	3.8	4	3.8	38	36.2
Age Groups														
Less Than 30	202	100.0	35	17.3	122	60.4	27	13.4	10	5.0	6	3.0	2	1.0
30 - 39 Years	684	100.0	118	17.3	398	58.2	101	14.8	43	6.3	18	2.6	6	0.9
40 - 49 Years	692	100.0	127	18.4	406	58.7	93	13.4	41	5.9	23	3.3	2	0.3
50 - 59 Years	778	100.0	157	20.2	458	58.9	95	12.2	45	5.8	17	2.2	6	0.8
60+	266	100.0	49	18.4	169	63.5	30	11.3	13	4.9	2	0.8	3	1.1
Not Stated	114	100.0	9	7.9	46	40.4	10	8.8	3	2.6	8	7.0	38	33.3
Occupation Groups														
Management	536	100.0	113	21.1	344	64.2	45	8.4	24	4.5	7	1.3	3	0.6
Administration	509	100.0	92	18.1	314	61.7	68	13.4	25	4.9	7	1.4	3	0.6
Technical or Professional	1,104	100.0	201	18.2	637	57.7	152	13.8	71	6.4	36	3.3	7	0.6
Other	488	100.0	82	16.8	264	54.1	85	17.4	32	6.6	20	4.1	5	1.0
Not Stated	99	100.0	7	7.1	40	40.4	6	6.1	3	3.0	4	4.0	39	39.4
Length of Service														
Less than 1 Year	131	100.0	32	24.4	78	59.5	19	14.5	1	0.8	1	0.8	0	0.0
1 - 4 Years	820	100.0	153	18.7	494	60.2	100	12.2	49	6.0	15	1.8	9	1.1
5 - 10 Years	638	100.0	116	18.2	343	53.8	104	16.3	40	6.3	28	4.4	7	1.1
Over 10 Years	1,053	100.0	186	17.7	647	61.4	127	12.1	62	5.9	28	2.7	3	0.3
Not Stated	94	100.0	8	8.5	37	39.4	6	6.4	3	3.2	2	2.1	38	40.4
Location of Position														
Headquarters	1,222	100.0	232	19.0	761	62.3	149	12.2	53	4.3	18	1.5	9	0.7
Regional Offices	1,139	100.0	207	18.2	654	57.4	156	13.7	73	6.4	39	3.4	10	0.9
Not Stated	375	100.0	56	14.9	184	49.1	51	13.6	29	7.7	17	4.5	38	10.1

Leadership

Table 32
Respondents by Satisfaction with Quality of Supervision
Government of the Northwest Territories, 2016

"I am satisfied with the quality of supervision I receive."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	744	27.2	1,225	44.8	329	12.0	270	9.9	161	5.9	7	0.3
Gender														
Male	943	100.0	273	29.0	427	45.3	104	11.0	86	9.1	53	5.6	0	0.0
Female	1,688	100.0	454	26.9	753	44.6	202	12.0	173	10.2	99	5.9	7	0.4
Not Stated	105	100.0	17	16.2	45	42.9	23	21.9	11	10.5	9	8.6	0	0.0
Age Groups														
Less Than 30	202	100.0	46	22.8	87	43.1	22	10.9	34	16.8	10	5.0	3	1.5
30 - 39 Years	684	100.0	183	26.8	303	44.3	78	11.4	75	11.0	43	6.3	2	0.3
40 - 49 Years	692	100.0	196	28.3	326	47.1	66	9.5	63	9.1	41	5.9	0	0.0
50 - 59 Years	778	100.0	229	29.4	337	43.3	105	13.5	62	8.0	43	5.5	2	0.3
60+	266	100.0	73	27.4	125	47.0	33	12.4	24	9.0	11	4.1	0	0.0
Not Stated	114	100.0	17	14.9	47	41.2	25	21.9	12	10.5	13	11.4	0	0.0
Occupation Groups														
Management	536	100.0	160	29.9	256	47.8	60	11.2	48	9.0	12	2.2	0	0.0
Administration	509	100.0	143	28.1	233	45.8	51	10.0	48	9.4	31	6.1	3	0.6
Technical or Professional	1,104	100.0	307	27.8	476	43.1	124	11.2	120	10.9	74	6.7	3	0.3
Other	488	100.0	119	24.4	215	44.1	76	15.6	42	8.6	35	7.2	1	0.2
Not Stated	99	100.0	15	15.2	45	45.5	18	18.2	12	12.1	9	9.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	46	35.1	58	44.3	13	9.9	7	5.3	4	3.1	3	2.3
1 - 4 Years	820	100.0	240	29.3	346	42.2	85	10.4	96	11.7	51	6.2	2	0.2
5 - 10 Years	638	100.0	157	24.6	296	46.4	81	12.7	57	8.9	47	7.4	0	0.0
Over 10 Years	1,053	100.0	287	27.3	485	46.1	129	12.3	97	9.2	53	5.0	2	0.2
Not Stated	94	100.0	14	14.9	40	42.6	21	22.3	13	13.8	6	6.4	0	0.0
Location of Position														
Headquarters	1,222	100.0	353	28.9	540	44.2	130	10.6	122	10.0	74	6.1	3	0.2
Regional Offices	1,139	100.0	317	27.8	506	44.4	136	11.9	113	9.9	64	5.6	3	0.3
Not Stated	375	100.0	74	19.7	179	47.7	63	16.8	35	9.3	23	6.1	1	0.3

Table 33
Respondents by Confidence in Senior Leadership
Government of the Northwest Territories, 2016

"I have confidence in the senior leadership of my department."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	603	22.0	995	36.4	546	20.0	354	12.9	229	8.4	9	0.3
Gender														
Male	943	100.0	213	22.6	341	36.2	181	19.2	119	12.6	85	9.0	4	0.4
Female	1,688	100.0	370	21.9	625	37.0	339	20.1	213	12.6	136	8.1	5	0.3
Not Stated	105	100.0	20	19.0	29	27.6	26	24.8	22	21.0	8	7.6	0	0.0
Age Groups														
Less Than 30	202	100.0	42	20.8	72	35.6	44	21.8	22	10.9	20	9.9	2	1.0
30 - 39 Years	684	100.0	137	20.0	221	32.3	139	20.3	114	16.7	72	10.5	1	0.1
40 - 49 Years	692	100.0	153	22.1	270	39.0	146	21.1	71	10.3	52	7.5	0	0.0
50 - 59 Years	778	100.0	188	24.2	295	37.9	142	18.3	94	12.1	53	6.8	6	0.8
60+	266	100.0	68	25.6	102	38.3	48	18.0	29	10.9	19	7.1	0	0.0
Not Stated	114	100.0	15	13.2	35	30.7	27	23.7	24	21.1	13	11.4	0	0.0
Occupation Groups														
Management	536	100.0	140	26.1	222	41.4	94	17.5	54	10.1	25	4.7	1	0.2
Administration	509	100.0	120	23.6	199	39.1	99	19.4	52	10.2	37	7.3	2	0.4
Technical or Professional	1,104	100.0	231	20.9	369	33.4	236	21.4	157	14.2	108	9.8	3	0.3
Other	488	100.0	96	19.7	177	36.3	93	19.1	68	13.9	51	10.5	3	0.6
Not Stated	99	100.0	16	16.2	28	28.3	24	24.2	23	23.2	8	8.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	47	35.9	51	38.9	19	14.5	8	6.1	6	4.6	0	0.0
1 - 4 Years	820	100.0	192	23.4	296	36.1	161	19.6	100	12.2	67	8.2	4	0.5
5 - 10 Years	638	100.0	129	20.2	220	34.5	144	22.6	74	11.6	70	11.0	1	0.2
Over 10 Years	1,053	100.0	219	20.8	401	38.1	199	18.9	150	14.2	80	7.6	4	0.4
Not Stated	94	100.0	16	17.0	27	28.7	23	24.5	22	23.4	6	6.4	0	0.0
Location of Position														
Headquarters	1,222	100.0	278	22.7	459	37.6	232	19.0	154	12.6	95	7.8	4	0.3
Regional Offices	1,139	100.0	255	22.4	403	35.4	237	20.8	136	11.9	105	9.2	3	0.3
Not Stated	375	100.0	70	18.7	133	35.5	77	20.5	64	17.1	29	7.7	2	0.5

Table 34
Respondents by Satisfaction with Communication from Senior Leadership
Government of the Northwest Territories, 2016

"Essential information flows effectively from senior leadership to staff."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	376	13.7	950	34.7	554	20.2	537	19.6	304	11.1	15	0.5
Gender														
Male	943	100.0	140	14.8	324	34.4	175	18.6	189	20.0	109	11.6	6	0.6
Female	1,688	100.0	230	13.6	586	34.7	355	21.0	328	19.4	180	10.7	9	0.5
Not Stated	105	100.0	6	5.7	40	38.1	24	22.9	20	19.0	15	14.3	0	0.0
Age Groups														
Less Than 30	202	100.0	28	13.9	64	31.7	38	18.8	42	20.8	27	13.4	3	1.5
30 - 39 Years	684	100.0	79	11.5	224	32.7	129	18.9	147	21.5	102	14.9	3	0.4
40 - 49 Years	692	100.0	94	13.6	245	35.4	148	21.4	126	18.2	74	10.7	5	0.7
50 - 59 Years	778	100.0	123	15.8	280	36.0	158	20.3	153	19.7	62	8.0	2	0.3
60+	266	100.0	47	17.7	95	35.7	55	20.7	47	17.7	20	7.5	2	0.8
Not Stated	114	100.0	5	4.4	42	36.8	26	22.8	22	19.3	19	16.7	0	0.0
Occupation Groups														
Management	536	100.0	74	13.8	207	38.6	117	21.8	92	17.2	44	8.2	2	0.4
Administration	509	100.0	88	17.3	170	33.4	108	21.2	88	17.3	52	10.2	3	0.6
Technical or Professional	1,104	100.0	139	12.6	374	33.9	209	18.9	241	21.8	132	12.0	9	0.8
Other	488	100.0	69	14.1	164	33.6	98	20.1	94	19.3	62	12.7	1	0.2
Not Stated	99	100.0	6	6.1	35	35.4	22	22.2	22	22.2	14	14.1	0	0.0
Length of Service														
Less than 1 Year	131	100.0	38	29.0	51	38.9	17	13.0	15	11.5	9	6.9	1	0.8
1 - 4 Years	820	100.0	121	14.8	288	35.1	165	20.1	153	18.7	88	10.7	5	0.6
5 - 10 Years	638	100.0	88	13.8	205	32.1	126	19.7	122	19.1	90	14.1	7	1.1
Over 10 Years	1,053	100.0	123	11.7	371	35.2	224	21.3	228	21.7	105	10.0	2	0.2
Not Stated	94	100.0	6	6.4	35	37.2	22	23.4	19	20.2	12	12.8	0	0.0
Location of Position														
Headquarters	1,222	100.0	143	11.7	411	33.6	286	23.4	241	19.7	136	11.1	5	0.4
Regional Offices	1,139	100.0	186	16.3	407	35.7	195	17.1	208	18.3	134	11.8	9	0.8
Not Stated	375	100.0	47	12.5	132	35.2	73	19.5	88	23.5	34	9.1	1	0.3

Table 35
Respondents by Work Contributes to Achievement of Goals
Government of the Northwest Territories, 2016

"I know how my work contributes to the achievement of my department's goals."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	813	29.7	1,418	51.8	297	10.9	139	5.1	60	2.2	9	0.3
Gender														
Male	943	100.0	280	29.7	489	51.9	103	10.9	48	5.1	21	2.2	2	0.2
Female	1,688	100.0	503	29.8	873	51.7	186	11.0	84	5.0	36	2.1	6	0.4
Not Stated	105	100.0	30	28.6	56	53.3	8	7.6	7	6.7	3	2.9	1	1.0
Age Groups														
Less Than 30	202	100.0	48	23.8	103	51.0	35	17.3	8	4.0	7	3.5	1	0.5
30 - 39 Years	684	100.0	164	24.0	371	54.2	82	12.0	46	6.7	21	3.1	0	0.0
40 - 49 Years	692	100.0	222	32.1	359	51.9	62	9.0	32	4.6	16	2.3	1	0.1
50 - 59 Years	778	100.0	261	33.5	378	48.6	92	11.8	31	4.0	10	1.3	6	0.8
60+	266	100.0	88	33.1	147	55.3	15	5.6	13	4.9	3	1.1	0	0.0
Not Stated	114	100.0	30	26.3	60	52.6	11	9.6	9	7.9	3	2.6	1	0.9
Occupation Groups														
Management	536	100.0	197	36.8	263	49.1	50	9.3	20	3.7	6	1.1	0	0.0
Administration	509	100.0	154	30.3	265	52.1	61	12.0	19	3.7	6	1.2	4	0.8
Technical or Professional	1,104	100.0	314	28.4	562	50.9	127	11.5	66	6.0	31	2.8	4	0.4
Other	488	100.0	121	24.8	278	57.0	48	9.8	27	5.5	14	2.9	0	0.0
Not Stated	99	100.0	27	27.3	50	50.5	11	11.1	7	7.1	3	3.0	1	1.0
Length of Service														
Less than 1 Year	131	100.0	55	42.0	54	41.2	19	14.5	3	2.3	0	0.0	0	0.0
1 - 4 Years	820	100.0	239	29.1	429	52.3	92	11.2	39	4.8	18	2.2	3	0.4
5 - 10 Years	638	100.0	171	26.8	337	52.8	67	10.5	39	6.1	23	3.6	1	0.2
Over 10 Years	1,053	100.0	321	30.5	548	52.0	111	10.5	52	4.9	17	1.6	4	0.4
Not Stated	94	100.0	27	28.7	50	53.2	8	8.5	6	6.4	2	2.1	1	1.1
Location of Position														
Headquarters	1,222	100.0	357	29.2	635	52.0	139	11.4	59	4.8	28	2.3	4	0.3
Regional Offices	1,139	100.0	357	31.3	576	50.6	119	10.4	61	5.4	23	2.0	3	0.3
Not Stated	375	100.0	99	26.4	207	55.2	39	10.4	19	5.1	9	2.4	2	0.5

Organizational Change

Table 36
Respondents by Satisfaction how are Changes Communicated
Government of the Northwest Territories, 2016

"When organizational changes occur, I am satisfied with how the changes are communicated."															
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%	
Total Respondents	2,736	100.0	228	8.3	886	32.4	655	23.9	561	20.5	350	12.8	56	2.0	
Gender															
Male	943	100.0	79	8.4	315	33.4	236	25.0	176	18.7	123	13.0	14	1.5	
Female	1,688	100.0	144	8.5	542	32.1	401	23.8	363	21.5	218	12.9	20	1.2	
Not Stated	105	100.0	5	4.8	29	27.6	18	17.1	22	21.0	9	8.6	22	21.0	
Age Groups															
Less Than 30	202	100.0	15	7.4	69	34.2	52	25.7	38	18.8	28	13.9	0	0.0	
30 - 39 Years	684	100.0	42	6.1	218	31.9	138	20.2	161	23.5	117	17.1	8	1.2	
40 - 49 Years	692	100.0	61	8.8	228	32.9	165	23.8	149	21.5	84	12.1	5	0.7	
50 - 59 Years	778	100.0	83	10.7	246	31.6	209	26.9	145	18.6	78	10.0	17	2.2	
60+	266	100.0	21	7.9	98	36.8	73	27.4	41	15.4	29	10.9	4	1.5	
Not Stated	114	100.0	6	5.3	27	23.7	18	15.8	27	23.7	14	12.3	22	19.3	
Occupation Groups															
Management	536	100.0	41	7.6	170	31.7	138	25.7	113	21.1	65	12.1	9	1.7	
Administration	509	100.0	62	12.2	170	33.4	119	23.4	85	16.7	63	12.4	10	2.0	
Technical or Professional	1,104	100.0	83	7.5	369	33.4	262	23.7	236	21.4	144	13.0	10	0.9	
Other	488	100.0	36	7.4	152	31.1	122	25.0	104	21.3	69	14.1	5	1.0	
Not Stated	99	100.0	6	6.1	25	25.3	14	14.1	23	23.2	9	9.1	22	22.2	
Length of Service															
Less than 1 Year	131	100.0	19	14.5	51	38.9	42	32.1	9	6.9	8	6.1	2	1.5	
1 - 4 Years	820	100.0	76	9.3	274	33.4	193	23.5	167	20.4	99	12.1	11	1.3	
5 - 10 Years	638	100.0	38	6.0	217	34.0	141	22.1	130	20.4	105	16.5	7	1.1	
Over 10 Years	1,053	100.0	89	8.5	323	30.7	262	24.9	233	22.1	132	12.5	14	1.3	
Not Stated	94	100.0	6	6.4	21	22.3	17	18.1	22	23.4	6	6.4	22	23.4	
Location of Position															
Headquarters	1,222	100.0	87	7.1	376	30.8	303	24.8	263	21.5	174	14.2	19	1.6	
Regional Offices	1,139	100.0	113	9.9	395	34.7	267	23.4	209	18.3	141	12.4	14	1.2	
Not Stated	375	100.0	28	7.5	115	30.7	85	22.7	89	23.7	35	9.3	23	6.1	

Table 37

Respondents by Satisfaction when Organizational Changes Occur Receive Training and Support

Government of the Northwest Territories, 2016

"When organizational changes occur, I am satisfied that I receive the training and support that I need."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Total Respondents	2,736	100.0	233	8.5	950	34.7	844	30.8	428	15.6	223	8.2	58	2.1
Gender														
Male	943	100.0	80	8.5	329	34.9	318	33.7	121	12.8	81	8.6	14	1.5
Female	1,688	100.0	148	8.8	593	35.1	502	29.7	289	17.1	135	8.0	21	1.2
Not Stated	105	100.0	5	4.8	28	26.7	24	22.9	18	17.1	7	6.7	23	21.9
Age Groups														
Less Than 30	202	100.0	21	10.4	67	33.2	63	31.2	37	18.3	14	6.9	0	0.0
30 - 39 Years	684	100.0	49	7.2	237	34.6	211	30.8	109	15.9	70	10.2	8	1.2
40 - 49 Years	692	100.0	60	8.7	237	34.2	217	31.4	115	16.6	57	8.2	6	0.9
50 - 59 Years	778	100.0	76	9.8	270	34.7	248	31.9	114	14.7	54	6.9	16	2.1
60+	266	100.0	22	8.3	112	42.1	81	30.5	30	11.3	16	6.0	5	1.9
Not Stated	114	100.0	5	4.4	27	23.7	24	21.1	23	20.2	12	10.5	23	20.2
Occupation Groups														
Management	536	100.0	41	7.6	201	37.5	170	31.7	74	13.8	39	7.3	11	2.1
Administration	509	100.0	57	11.2	174	34.2	157	30.8	70	13.8	43	8.4	8	1.6
Technical or Professional	1,104	100.0	83	7.5	384	34.8	365	33.1	171	15.5	90	8.2	11	1.0
Other	488	100.0	46	9.4	169	34.6	132	27.0	94	19.3	42	8.6	5	1.0
Not Stated	99	100.0	6	6.1	22	22.2	20	20.2	19	19.2	9	9.1	23	23.2
Length of Service														
Less than 1 Year	131	100.0	21	16.0	46	35.1	46	35.1	11	8.4	5	3.8	2	1.5
1 - 4 Years	820	100.0	73	8.9	275	33.5	295	36.0	106	12.9	59	7.2	12	1.5
5 - 10 Years	638	100.0	44	6.9	234	36.7	170	26.6	121	19.0	62	9.7	7	1.1
Over 10 Years	1,053	100.0	89	8.5	375	35.6	311	29.5	173	16.4	91	8.6	14	1.3
Not Stated	94	100.0	6	6.4	20	21.3	22	23.4	17	18.1	6	6.4	23	24.5
Location of Position														
Headquarters	1,222	100.0	89	7.3	403	33.0	460	37.6	165	13.5	89	7.3	16	1.3
Regional Offices	1,139	100.0	115	10.1	424	37.2	294	25.8	182	16.0	107	9.4	17	1.5
Not Stated	375	100.0	29	7.7	123	32.8	90	24.0	81	21.6	27	7.2	25	6.7

Job Changes and Disabilities

Statistical Tables

Table B1
No. of Respondents by Reasons for Job Changes Within the GNWT
Government of the Northwest Territories, 2016

	No. of Persons	%
No. of Respondents Who Changed Jobs in Past Two Years	508	100.0
Professional Development	290	57.1
Career Change	110	21.7
Seeking More Compatible Supervisor	71	14.0
Seeking More Compatible Colleagues	32	6.3
Improve work-life balance	81	15.9
Other	4	0.8

* Respondents could select multiple categories resulting in a total that may exceed the sum of the categories.

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table B2**No. of Respondents Who Consider Themselves to Have a Disability****Government of the Northwest Territories, 2014 & 2016**

	2016		2014	
	No. of Persons	%	No. of Persons	%
No. of Respondents	2,736	100.0	2,163	100.0
Have a disability	594	21.7	457	21.1
Do not have a disability	2,083	76.1	1,656	76.6
Not stated	59	2.2	50	2.3

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table B3**No. of Respondents With a Disability by Workplace Accomodations****Government of the Northwest Territories, 2014 & 2016**

	2016		2014	
	No. of Persons	%	No. of Persons	%
No. of Respondents with a disability	594	100.0	457	100.0
Have the necessary accommodations	137	23.1	95	20.8
Do not have the necessary accomodations	104	17.5	76	16.6
Do not need any accommodations	347	58.4	278	60.8
Not stated	6	1.0	8	1.8

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table B4**No. of Respondents With a Disability by Category****Government of the Northwest Territories, 2014 & 2016**

	2016		2014	
	No. of Persons	%	No. of Persons	%
No. of Respondents with a disability*	594	100.0	457	100.0
Hearing	76	12.8	56	12.3
Seeing	33	5.6	44	9.6
Mobility	129	21.7	115	25.2
Agility	52	8.8	34	7.4
Pain	226	38.0	174	38.1
Learning	36	6.1	23	5.0
Psychological	147	24.7	82	17.9
Confusion/Memory	44	7.4	30	6.6
Social/Emotional	149	25.1	95	20.8
Other	120	20.2	92	20.1

* Respondents could select multiple categories resulting in a total that exceeds the sum of the categories.

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table B5**No. of Respondents With a Disability by Effect on Job Duties and Visibility**

Government of the Northwest Territories, 2016

	Total		No Effect		Little Effect		Moderate Effect		High Effect		Visible		Invisible	
	No. of Persons	%	No. of Persons	%	No. of Persons	%	No. of Persons	%	No. of Persons	%	No. of Persons	%	No. of Persons	%
Hearing	76	100.0	9	11.8	40	52.6	23	30.3	4	5.3	8	10.5	66	86.8
Seeing	33	100.0	7	21.2	14	42.4	9	27.3	x	x	11	33.3	21	63.6
Mobility	129	100.0	11	8.5	48	37.2	51	39.5	19	14.7	61	47.3	64	49.6
Agility	52	100.0	5	9.6	22	42.3	23	44.2	x	x	16	30.8	34	65.4
Pain	226	100.0	18	8.0	83	36.7	98	43.4	26	11.5	38	16.8	181	80.1
Learning	36	100.0	x	x	17	47.2	13	36.1	x	x	x	x	33	91.7
Psychological	147	100.0	21	14.3	55	37.4	53	36.1	17	11.6	5	3.4	141	95.9
Confusion/Memory	44	100.0	x	x	18	40.9	19	43.2	5	11.4	9	20.5	34	77.3
Social/Emotional	149	100.0	12	8.1	65	43.6	50	33.6	21	14.1	13	8.7	135	90.6
Other	120	100.0	25	20.8	49	40.8	31	25.8	12	10.0	7	5.8	110	91.7

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Human Resources Client Satisfaction Statistical Tables

Table C1
First & Most Helpful Resources for Seeking Answers to Human Resources Questions
Government of the Northwest Territories, 2012, 2014 & 2016

	First Resource						Most Helpful Resource					
	2016	%	2014	%	2012	%	2016	%	2014	%	2012	%
Total Respondents	2,688	100.0	2,127	100.0	1,790	100.0	2,688	100.0	2,127	100.0	1,790	100.0
Department of Human Resources' website	701	26.1	624	29.3	521	29.1	447	16.6	404	19.0	352	19.7
Human Resources helpdesk	437	16.3	336	15.8	274	15.3	437	16.3	289	13.6	270	15.1
A specific person in Human Resources or Finance*	396	14.7	353	16.6	332	18.5	696	25.9	593	27.9	525	29.3
Your supervisor	579	21.5	363	17.1	299	16.7	507	18.9	353	16.6	265	14.8
Your co-workers	469	17.4	370	17.4	301	16.8	481	17.9	386	18.1	309	17.3
Other	67	2.5	59	2.8	41	2.3	68	2.5	74	3.5	44	2.5
I never have any questions	35	1.3	19	0.9	16	0.9						

*As a result of operational changes, the wording for this question was revised in 2014 to include the Department of Finance.

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Not stated values are removed from the table but included in the totals.

Table C2a
Number of Respondents Using Human Resource Tools
Government of the Northwest Territories, 2016

	Total	%	Yes	%	No	%	Not Stated	%
<i>In Past 12 months...</i>								
Used HR Website	2,688	100.0	2,166	80.6	518	19.3	4	0.1
Used PeopleSoft	2,688	100.0	2,614	97.2	64	2.4	10	0.4
Used HR Helpdesk	2,688	100.0	1,739	64.7	941	35.0	8	0.3

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C2b
Evaluation of Human Resources Tools
Government of the Northwest Territories, 2016

	No. of Resp. Using Each Tool	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<u>HR Website</u>												
Website has information needed	2,166	100.0	220	10.2	1,611	74.4	285	13.2	36	1.7	14	0.6
Can easily find information on website	2,166	100.0	162	7.5	1,245	57.5	628	29.0	104	4.8	27	1.2
Website is up-to-date	2,166	100.0	174	8.0	1,571	72.5	305	14.1	46	2.1	70	3.2
<u>PeopleSoft</u>												
I received adequate PeopleSoft training	2,614	100.0	383	14.7	1,551	59.3	508	19.4	156	6.0	16	0.6
PeopleSoft has the information I need	2,614	100.0	405	15.5	1,916	73.3	226	8.6	40	1.5	27	1.0
Information in PeopleSoft is accurate	2,614	100.0	371	14.2	1,893	72.4	249	9.5	43	1.6	58	2.2
<u>Helpdesk</u>												
My issues were addressed in a timely manner	1,739	100.0	258	14.8	1,002	57.6	327	18.8	140	8.1	12	0.7
The information was communicated simply	1,739	100.0	271	15.6	1,134	65.2	228	13.1	91	5.2	15	0.9
Satisfied with way issues were addressed	1,739	100.0	277	15.9	1,043	60.0	273	15.7	125	7.2	21	1.2

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C3a
Number of Respondents Contacting Human Resource Staff
Government of the Northwest Territories, 2016

	Total	%	Yes	%	No	%	Not Stated	%
<i>In Past 12 months...</i>								
Had Contact with Benefits Staff	2,688	100.0	1,101	41.0	1,563	58.1	24	0.9
Had Contact with Payroll Staff	2,688	100.0	729	27.1	1,917	71.3	42	1.6
Supervised other Staff	2,688	100.0	878	32.7	1,778	66.1	32	1.2

Table C3b
Evaluation of Benefits & Payroll Staff
Government of the Northwest Territories, 2014 & 2016

<i>Number of Respondents who had contact with Benefits or Payroll Staff</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%
<i>Responded in timely manner</i>										
Benefits Staff	1,101	100.0	223	20.3	637	57.9	169	15.3	65	5.9
Payroll Staff	729	100.0	159	21.8	410	56.2	104	14.3	55	7.5
<i>The information was understood</i>										
Benefits Staff	1,101	100.0	230	20.9	687	62.4	125	11.4	50	4.5
Payroll Staff	729	100.0	153	21.0	454	62.3	86	11.8	33	4.5
<i>Satisfied with way issues were addressed</i>										
Benefits Staff	1,101	100.0	230	20.9	620	56.3	173	15.7	68	6.2
Payroll Staff	729	100.0	154	21.1	428	58.7	101	13.9	41	5.6

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C4a

No. of Supervisors by Contact with Client Service Manager
Government of the Northwest Territories, 2012, 2014 & 2016

	2016		2014		2012	
	No. of Persons	%	No. of Persons	%	No. of Persons	%
No. of Supervisors	878	100.0	774	100.0	617	100.0
Had contact with Client Service Manager	428	48.7	453	58.5	363	58.8
Did not have contact with Client Service Manager	448	51.0	311	40.2	252	40.8
Not Stated	2	0.2	10	1.3	2	0.3

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C4b

Evaluation of Client Service Managers
Government of the Northwest Territories, 2012, 2014 & 2016

<i>Number of Supervisors who had contact with Client Service Managers</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%
Responded in timely manner										
2016	428	100.0	128	29.9	253	59.1	38	8.9	7	1.6
2014	453	100.0	121	26.7	260	57.4	57	12.6	12	2.6
2012	363	100.0	84	23.1	223	61.4	45	12.4	9	2.5
The information was understood										
2016	428	100.0	121	28.3	278	65.0	21	4.9	7	1.6
2014	453	100.0	126	27.8	283	62.5	35	7.7	8	1.8
2012	363	100.0	86	23.7	246	67.8	21	5.8	9	2.5
Satisfied with service provided										
2016	428	100.0	132	30.8	242	56.5	43	10.0	10	2.3
2014	453	100.0	122	26.9	262	57.8	48	10.6	19	4.2
2012	363	100.0	88	24.2	219	60.3	40	11.0	14	3.9

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C5a
No. of Supervisors by Contact with a Human Resource Officer
Government of the Northwest Territories, 2014 & 2016

	2016		2014	
	No. of Persons	%	No. of Persons	%
No. of Supervisors	878	100.0	774	100.0
Had contact with a Human Resource Officer	593	67.5	588	76.0
Did not have contact with a Human Resource Officer	275	31.3	178	23.0
Not Stated	10	1.1	8	1.0

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C5b
Evaluation of Human Resource Officers
Government of the Northwest Territories, 2014 & 2016

<i>Number of Supervisors who had contact with Human Resource Officers</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%
Responded in timely manner										
2016	593	100.0	144	24.3	358	60.4	74	12.5	17	2.9
2014	588	100.0	142	24.1	337	57.3	75	12.8	29	4.9
The information was understood										
2016	593	100.0	150	25.3	380	64.1	42	7.1	19	3.2
2014	588	100.0	137	23.3	376	63.9	47	8.0	25	4.3
Satisfied with service provided										
2016	593	100.0	144	24.3	350	59.0	63	10.6	30	5.1
2014	588	100.0	136	23.1	338	57.5	72	12.2	40	6.8

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C6a**No. of Supervisors by Contact with Recruitment Services****Government of the Northwest Territories, 2012 & 2014**

	2016		2014		2012	
	No. of Persons	%	No. of Persons	%	No. of Persons	%
No. of Supervisors	878	100.0	774	100.0	617	100.0
Recruited staff	448	51.0	446	57.6	340	55.1
Did not recruit staff	425	48.4	326	42.1	272	44.1
Not Stated	5	0.6	2	0.3	5	0.8

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C6b**Evaluation of Recruitment Process****Government of the Northwest Territories, 2012, 2014 & 2016**

<i>Number of Supervisors who recruited staff</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%
<i>Recruitment process was conducted in a timely manner</i>										
2016	448	100.0	60	13.4	234	52.2	97	21.7	57	12.7
2014	446	100.0	63	14.1	228	51.1	106	23.8	48	10.8
2012	340	100.0	33	9.7	188	55.3	81	23.8	37	10.9
<i>The information was understood</i>										
2016	448	100.0	71	15.8	315	70.3	46	10.3	14	3.1
2014	446	100.0	76	17.0	300	67.3	47	10.5	18	4.0
2012	340	100.0	39	11.5	241	70.9	44	12.9	16	4.7
<i>Satisfied with recruitment process</i>										
2016	448	100.0	63	14.1	253	56.5	89	19.9	41	9.2
2014	446	100.0	70	15.7	227	50.9	108	24.2	36	8.1
2012	340	100.0	34	10.0	187	55.0	81	23.8	37	10.9

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C7a**No. of Supervisors by Use of Job Evaluation Services****Government of the Northwest Territories, 2012, 2014 & 2016**

	2016		2014		2012	
	No. of Persons	%	No. of Persons	%	No. of Persons	%
No. of Supervisors	878	100.0	774	100.0	617	100.0
Had jobs evaluated	373	42.5	351	45.3	281	45.5
Did not have jobs evaluated	497	56.6	421	54.4	331	53.6
Not Stated	8	0.9	2	0.3	5	0.8

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C7b**Evaluation of Job Evaluation Process****Government of the Northwest Territories, 2012, 2014 & 2016**

<i>Number of Supervisors who had jobs evaluated</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%
Job evaluation was conducted in a timely manner										
2016	373	100.0	58	15.5	214	57.4	74	19.8	27	7.2
2014	351	100.0	58	16.5	197	56.1	69	19.7	22	6.3
2012	281	100.0	26	9.3	170	60.5	63	22.4	22	7.8
The information was understood										
2016	373	100.0	55	14.7	221	59.2	71	19.0	22	5.9
2014	351	100.0	58	16.5	221	63.0	49	14.0	17	4.8
2012	281	100.0	36	12.8	204	72.6	29	10.3	12	4.3
Satisfied with way job evaluations or reviews were conducted										
2016	373	100.0	54	14.5	196	52.5	86	23.1	33	8.8
2014	351	100.0	60	17.1	180	51.3	77	21.9	31	8.8
2012	281	100.0	35	12.5	166	59.1	59	21.0	20	7.1

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C8
Supervisors Current and Anticipated Resources for Departments
Government of the Northwest Territories, 2016

	No. of Supervisors	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%
Team has knowledge, skills & abilities for current job requirements	878	100.0	219	24.9	549	62.5	98	11.2	9	1.0
Will have resources to meet job requirements over next two years	878	100.0	111	12.6	447	50.9	256	29.2	54	6.2

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C9
Training Courses Offered through GNWT Department of Human Resources
Government of the Northwest Territories, 2012, 2014 & 2016

	2016		2014		2012	
	No. of Persons	%	No. of Persons	%	No. of Persons	%
<i>"The training courses offered through the GNWT Department of Human Resources are the types of courses I need to do my job"</i>						
Total Respondents	2,688	100.0	2,127	100.0	1,790	100.0
Strongly Agree	148	5.5	102	4.8	83	4.6
Agree	1,215	45.2	841	39.5	663	37.0
Disagree	612	22.8	515	24.2	450	25.1
Strongly Disagree	125	4.7	128	6.0	115	6.4
Not aware of the courses offered through HR	563	20.9	524	24.6	458	25.6
Not Stated	25	0.9	17	0.8	21	1.2

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C10a
No. of Respondents by Use of GNWT Learning and Development Calendar
Government of the Northwest Territories, 2014 & 2016

	2016		2014	
	No. of Persons	%	No. of Persons	%
No. of Respondents	2,688	100.0	2,127	100.0
Used the Training Calendar	1,492	55.5	1,107	52.0
Did not Use the Training Calendar	1,175	43.7	1,005	47.2
Not stated	21	0.8	15	0.7

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C10b
Evaluation of Training Calendar
Government of the Northwest Territories, 2014 & 2016

<i>Number of Respondents who used the Training Calendar</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Course information can be easily found on the training calendar												
2016	1,492	100.0	236	15.8	1007	67.5	218	14.6	21	1.4	10	0.7
2014	1,107	100.0	211	19.1	719	65.0	152	13.7	19	1.7	6	0.5
Easy to register for courses through the training calendar												
2016	1,492	100.0	299	20.0	987	66.2	158	10.6	31	2.1	17	1.1
2014	1,107	100.0	210	19.0	720	65.0	133	12.0	29	2.6	15	1.4

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

Table C11
Overall Satisfaction with Human Resource Services
Government of the Northwest Territories, 2010 - 2016

	2016		2014		2012		2011		2010	
	No.	%								
Total Respondents	2,688	100.0	2,127	100.0	1,790	100.0	2,060	100.0	1,906	100.0
Very Satisfied	244	9.1	186	8.7	166	9.3	154	7.5	178	9.3
Satisfied	1,890	70.3	1,404	66.0	1,200	67.0	1,393	67.6	1,268	66.5
Dissatisfied	417	15.5	376	17.7	322	18.0	390	18.9	349	18.3
Very Dissatisfied	94	3.5	132	6.2	78	4.4	99	4.8	73	3.8
Not Stated	43	1.6	29	1.4	24	1.3	24	1.2	38	2.0

Source: NWT Bureau of Statistics, Employee Engagement & Satisfaction Surveys.

