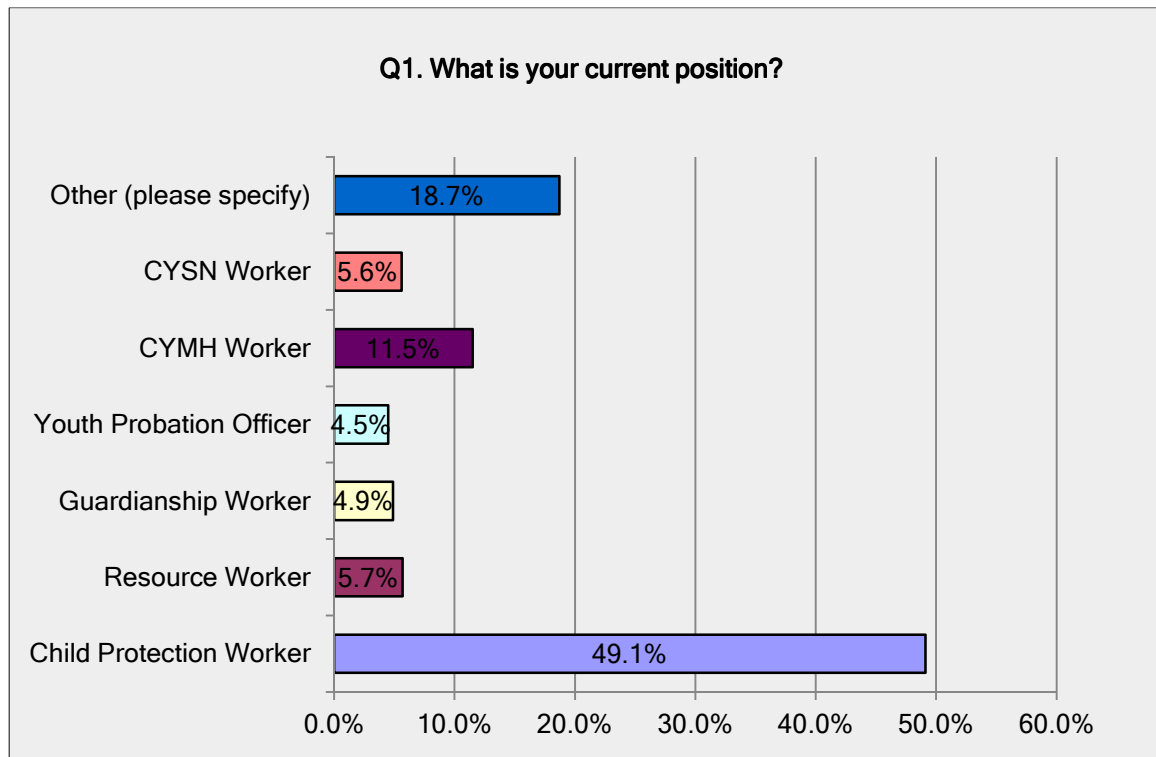


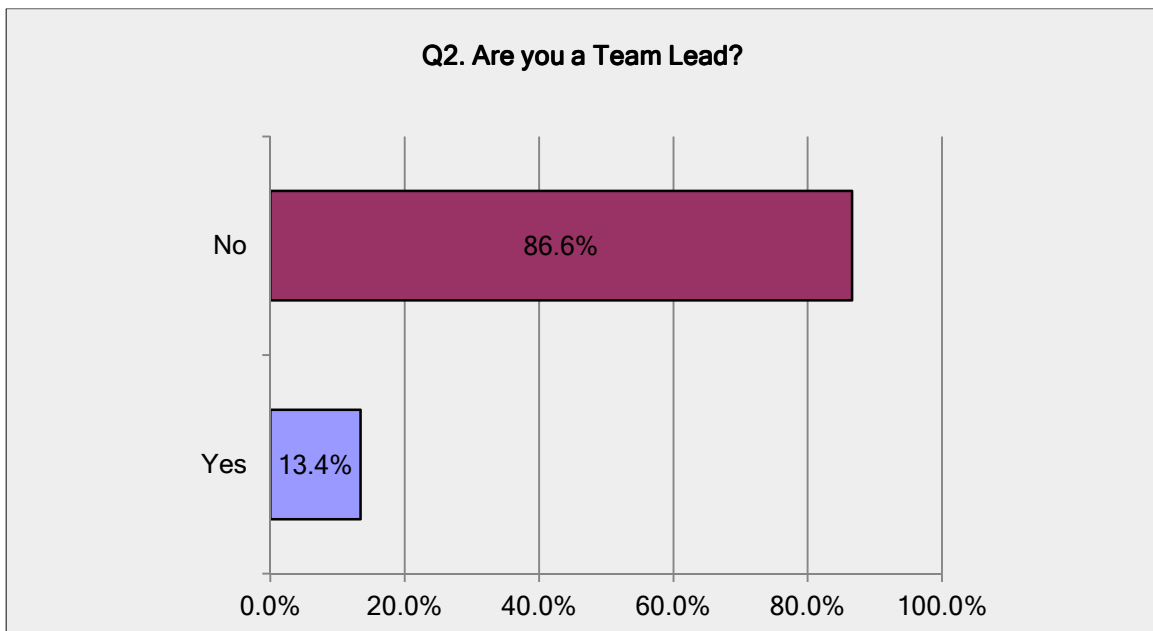
Appendix C: Component 6 MCFD Tables and Charts

Q1. What is your current position?		
Answer Options	Response Percent	Response Count
Child Protection Worker	49.1%	393
Resource Worker	5.7%	46
Guardianship Worker	4.9%	39
Youth Probation Officer	4.5%	36
CYMH Worker	11.5%	92
CYSN Worker	5.6%	45
Other (please specify)	18.7%	150
<i>answered question</i>		801
<i>skipped question</i>		4



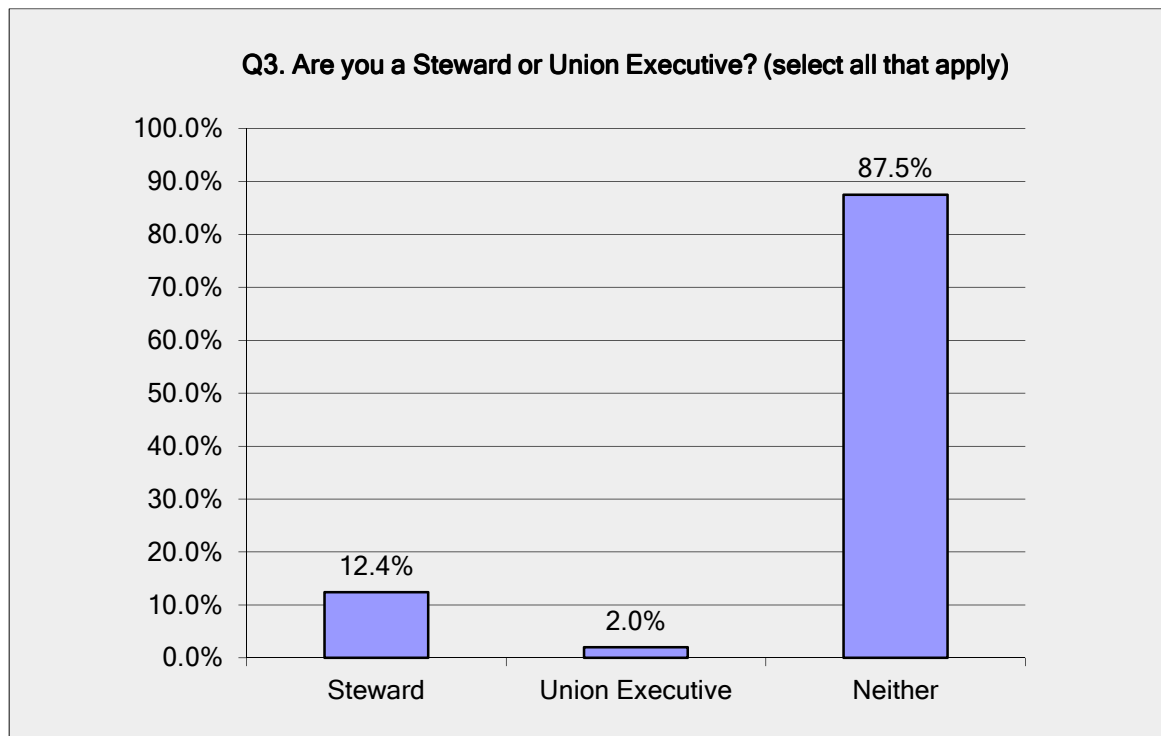
Appendix C: Component 6 MCFD Tables and Charts

Q2. Are you a Team Lead?		
Answer Options	Response Percent	Response Count
Yes	13.4%	107
No	86.6%	694
<i>answered question</i>		801
<i>skipped question</i>		4



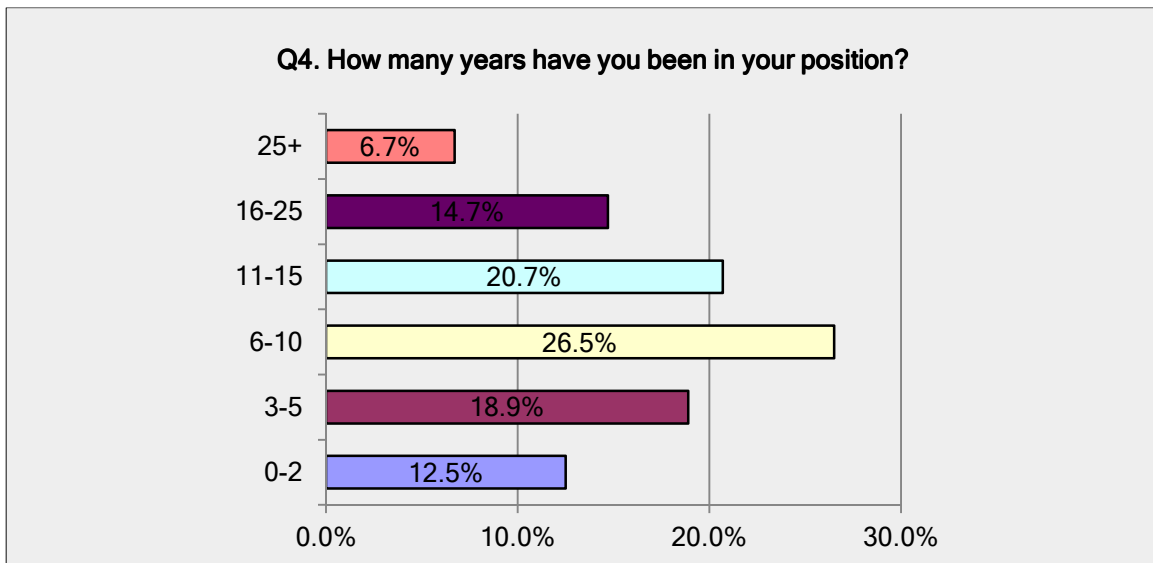
Appendix C: Component 6 MCFD Tables and Charts

Q3. Are you a Steward or Union Executive? (select all that apply)		
Answer Options	Response Percent	Response Count
Steward	12.4%	99
Union Executive	2.0%	16
Neither	87.5%	701
If you are a Union Executive, please specify your position		22
<i>answered question</i>		801
<i>skipped question</i>		4



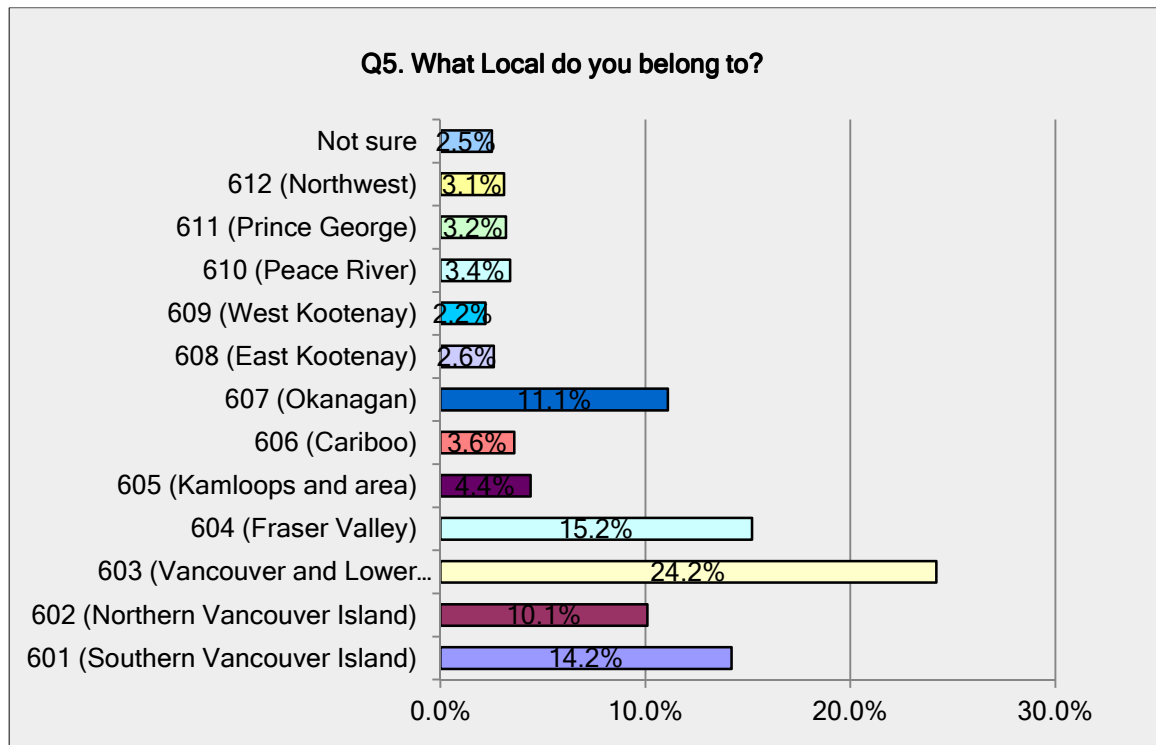
Appendix C: Component 6 MCFD Tables and Charts

Q4. How many years have you been in your position?		
Answer Options	Response Percent	Response Count
0-2	12.5%	100
3-5	18.9%	151
6-10	26.5%	212
11-15	20.7%	166
16-25	14.7%	118
25+	6.7%	54
<i>answered question</i>		801
<i>skipped question</i>		4



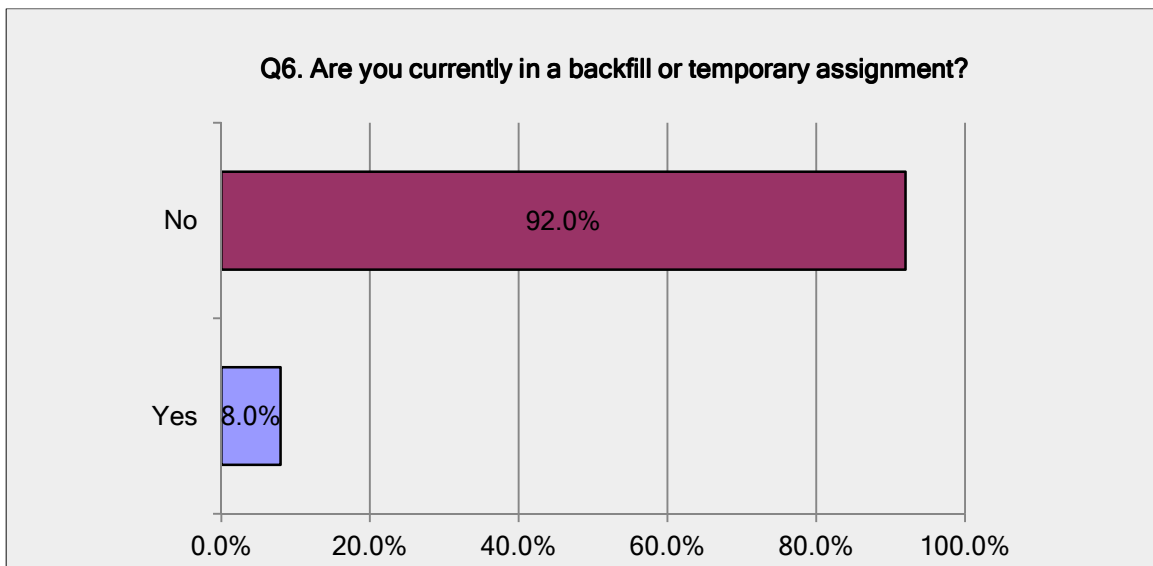
Appendix C: Component 6 MCFD Tables and Charts

Q5. What Local do you belong to?		
Answer Options	Response Percent	Response Count
601 (Southern Vancouver Island)	14.2%	114
602 (Northern Vancouver Island)	10.1%	81
603 (Vancouver and Lower Mainland)	24.2%	194
604 (Fraser Valley)	15.2%	122
605 (Kamloops and area)	4.4%	35
606 (Cariboo)	3.6%	29
607 (Okanagan)	11.1%	89
608 (East Kootenay)	2.6%	21
609 (West Kootenay)	2.2%	18
610 (Peace River)	3.4%	27
611 (Prince George)	3.2%	26
612 (Northwest)	3.1%	25
Not sure	2.5%	20
<i>answered question</i>		801
<i>skipped question</i>		4



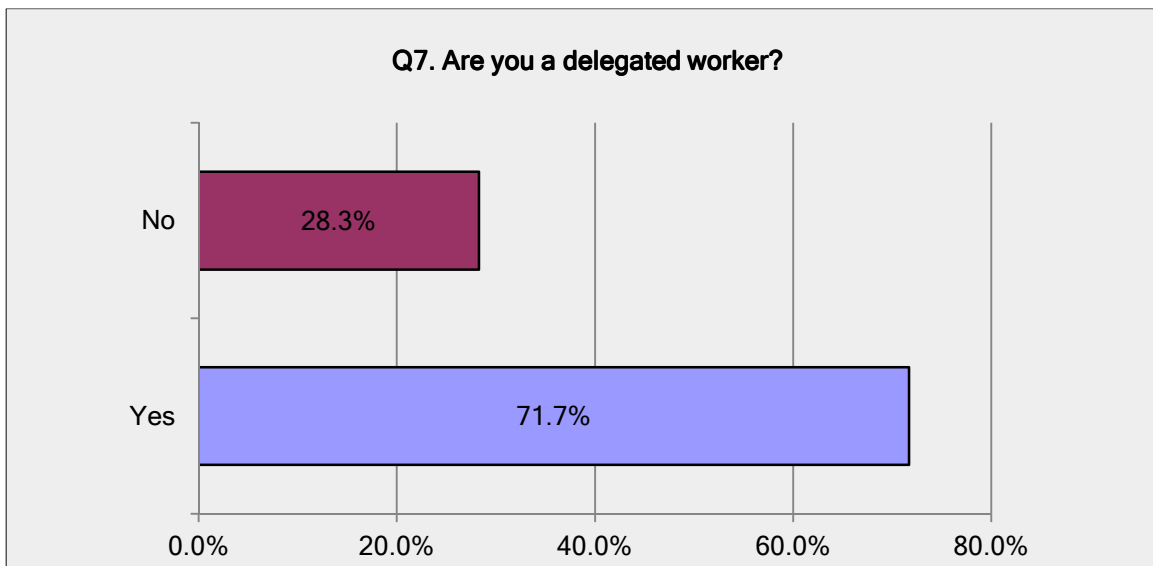
Appendix C: Component 6 MCFD Tables and Charts

Q6. Are you currently in a backfill or temporary assignment?		
Answer Options	Response Percent	Response Count
Yes	8.0%	64
No	92.0%	737
<i>answered question</i>		801
<i>skipped question</i>		4



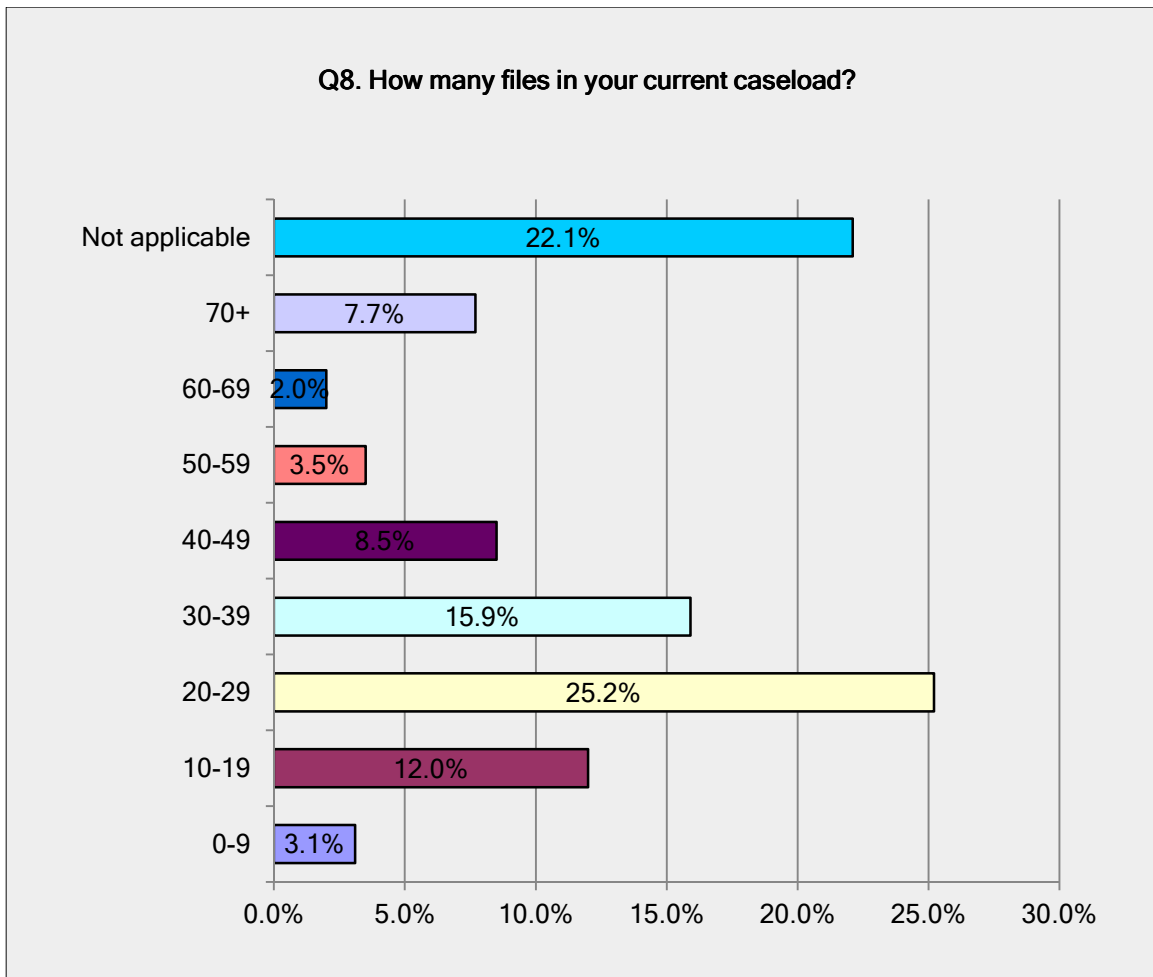
Appendix C: Component 6 MCFD Tables and Charts

Q7. Are you a delegated worker?		
Answer Options	Response Percent	Response Count
Yes	71.7%	574
No	28.3%	227
<i>answered question</i>		801
<i>skipped question</i>		4



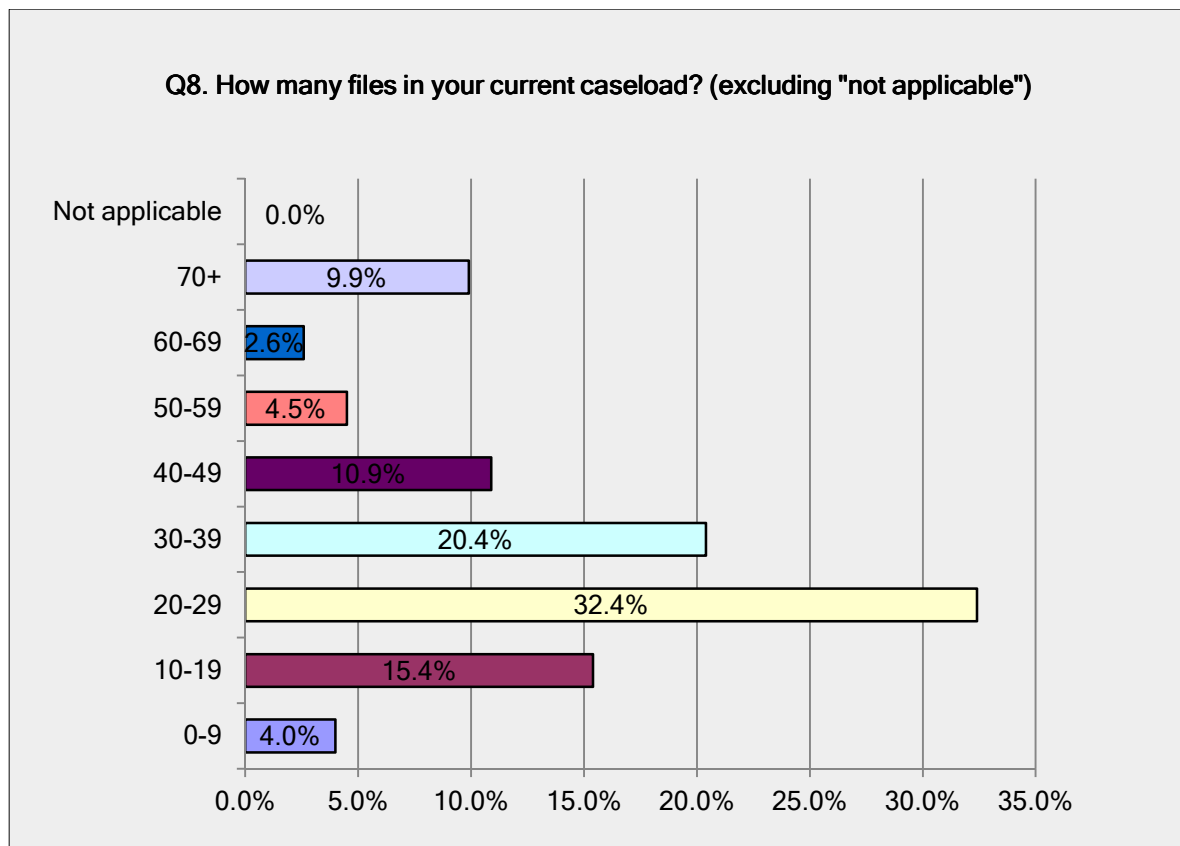
Appendix C: Component 6 MCFD Tables and Charts

Q8. How many files in your current caseload?		
Answer Options	Response Percent	Response Count
0-9	3.1%	25
10-19	12.0%	96
20-29	25.2%	202
30-39	15.9%	127
40-49	8.5%	68
50-59	3.5%	28
60-69	2.0%	16
70+	7.7%	62
Not applicable	22.1%	177
<i>answered question</i>		801
<i>skipped question</i>		4



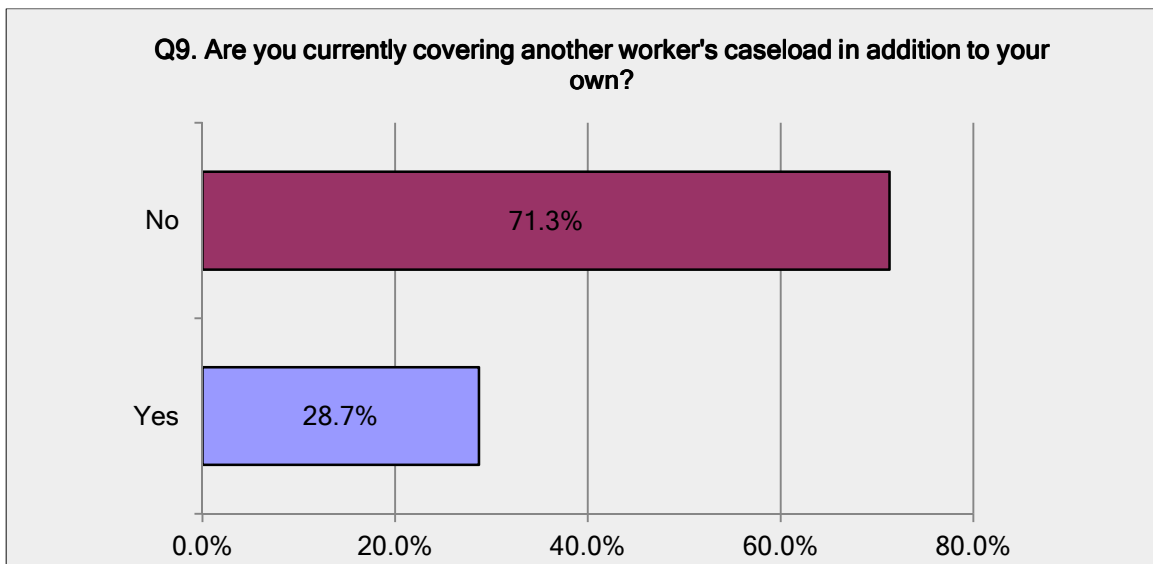
Appendix C: Component 6 MCFD Tables and Charts

Q8. How many files in your current caseload? (excluding "not applicable")		
Answer Options	Response Percent	Response Count
0-9	4.0%	25
10-19	15.4%	96
20-29	32.4%	202
30-39	20.4%	127
40-49	10.9%	68
50-59	4.5%	28
60-69	2.6%	16
70+	9.9%	62
Not applicable	0.0%	0
<i>answered question</i>		624
<i>skipped question</i>		0



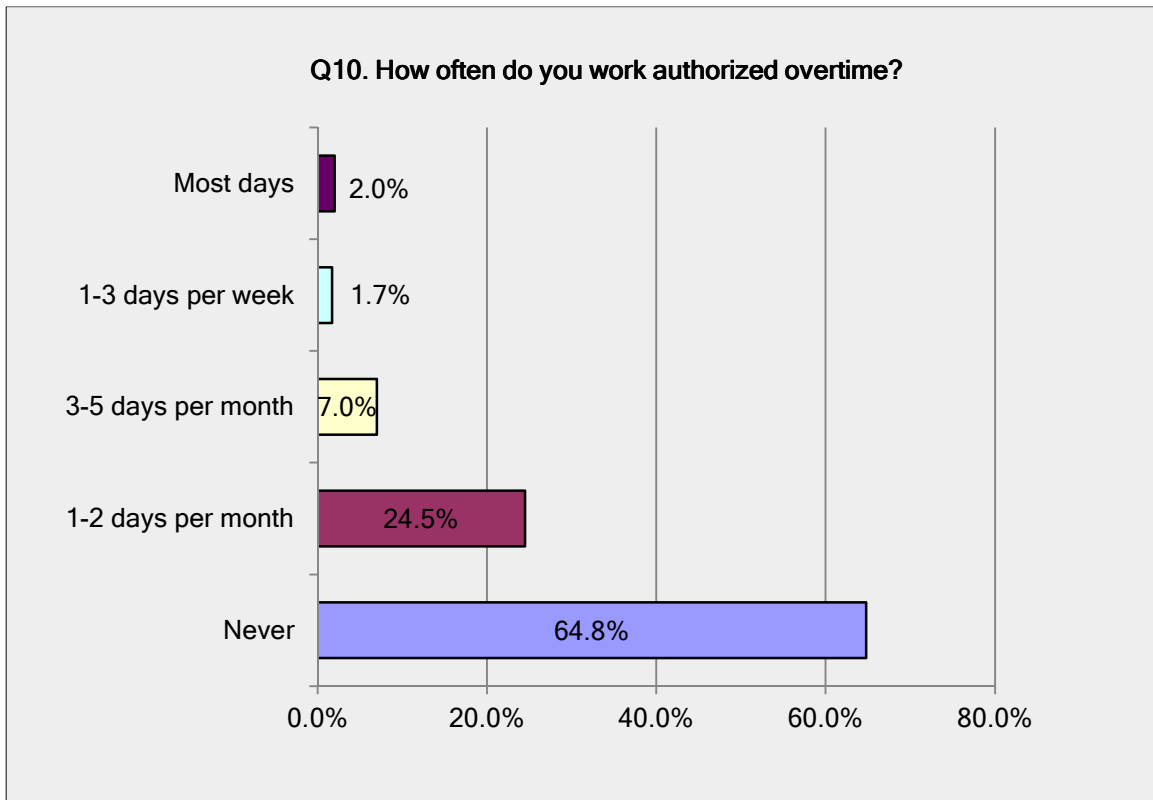
Appendix C: Component 6 MCFD Tables and Charts

Q9. Are you currently covering another worker's caseload in addition to your own?		
Answer Options	Response Percent	Response Count
Yes	28.7%	230
No	71.3%	571
<i>answered question</i>		801
<i>skipped question</i>		4



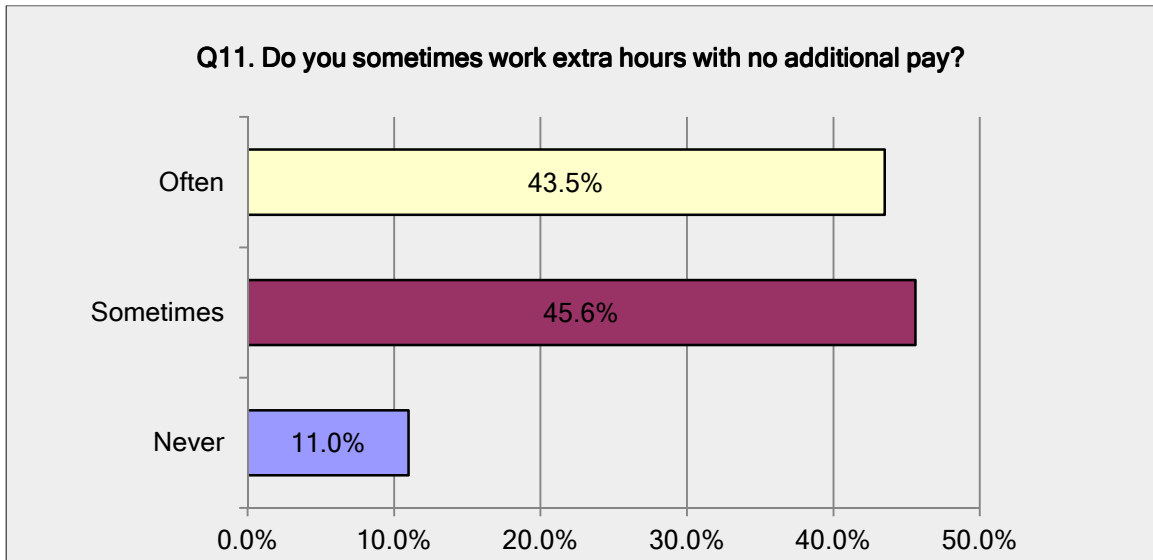
Appendix C: Component 6 MCFD Tables and Charts

Q10. How often do you work authorized overtime?		
Answer Options	Response Percent	Response Count
Never	64.8%	519
1-2 days per month	24.5%	196
3-5 days per month	7.0%	56
1-3 days per week	1.7%	14
Most days	2.0%	16
<i>answered question</i>		801
<i>skipped question</i>		4



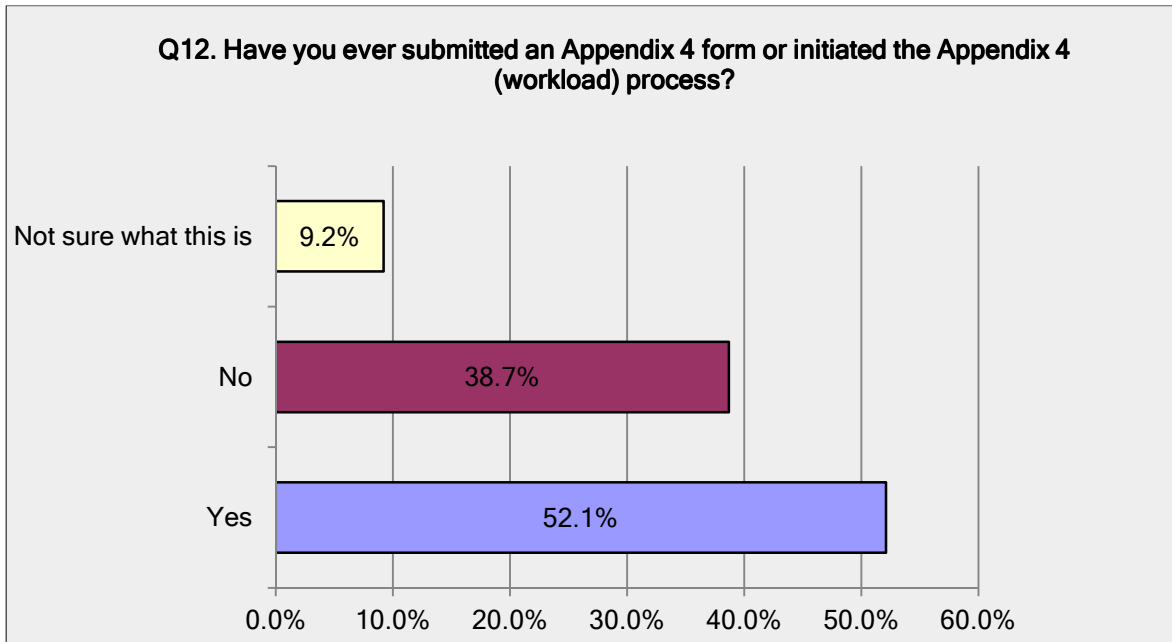
Appendix C: Component 6 MCFD Tables and Charts

Q11. Do you sometimes work extra hours with no additional pay?		
Answer Options	Response Percent	Response Count
Never	11.0%	87
Sometimes	45.6%	362
Often	43.5%	345
<i>answered question</i>		794
<i>skipped question</i>		11



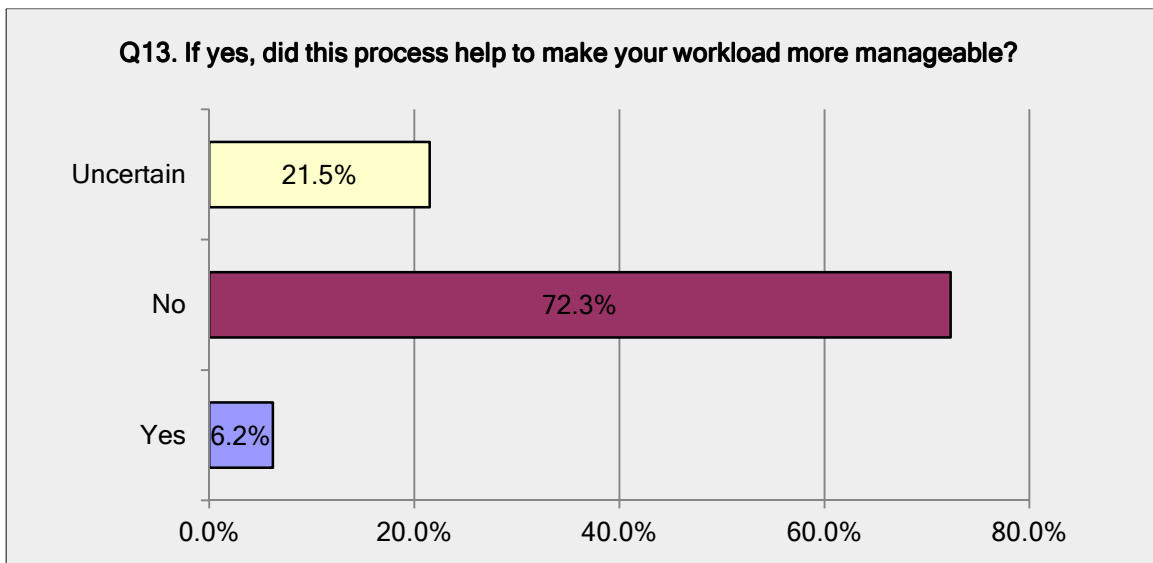
Appendix C: Component 6 MCFD Tables and Charts

Q12. Have you ever submitted an Appendix 4 form or initiated the Appendix 4 (workload) process?		
Answer Options	Response Percent	Response Count
Yes	52.1%	417
No	38.7%	310
Not sure what this is	9.2%	74
<i>answered question</i>		801
<i>skipped question</i>		4



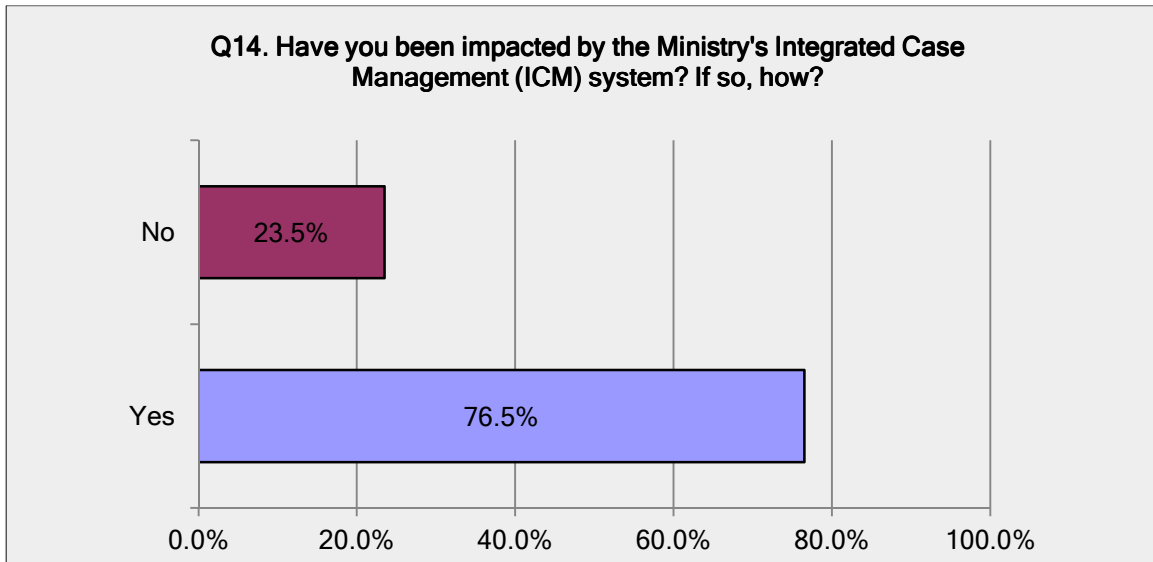
Appendix C: Component 6 MCFD Tables and Charts

Q13. If yes, did this process help to make your workload more manageable?		
Answer Options	Response Percent	Response Count
Yes	6.2%	33
No	72.3%	387
Uncertain	21.5%	115
Comments		254
<i>answered question</i>		535
<i>skipped question</i>		270



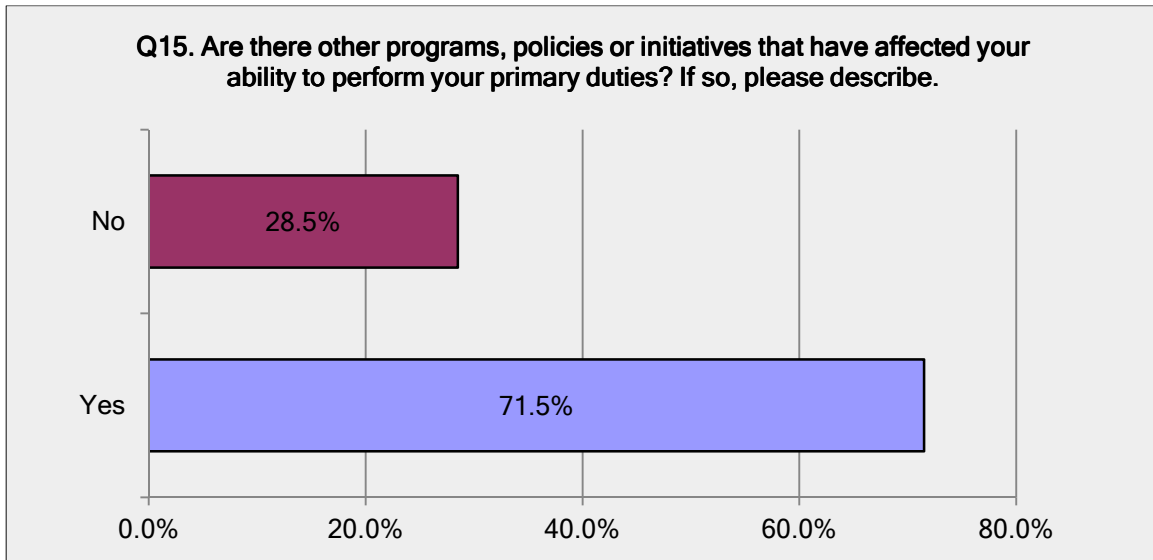
Appendix C: Component 6 MCFD Tables and Charts

Q14. Have you been impacted by the Ministry's Integrated Case Management (ICM) system? If so, how?		
Answer Options	Response Percent	Response Count
Yes	76.5%	604
No	23.5%	186
Comments		600
<i>answered question</i>		790
<i>skipped question</i>		15



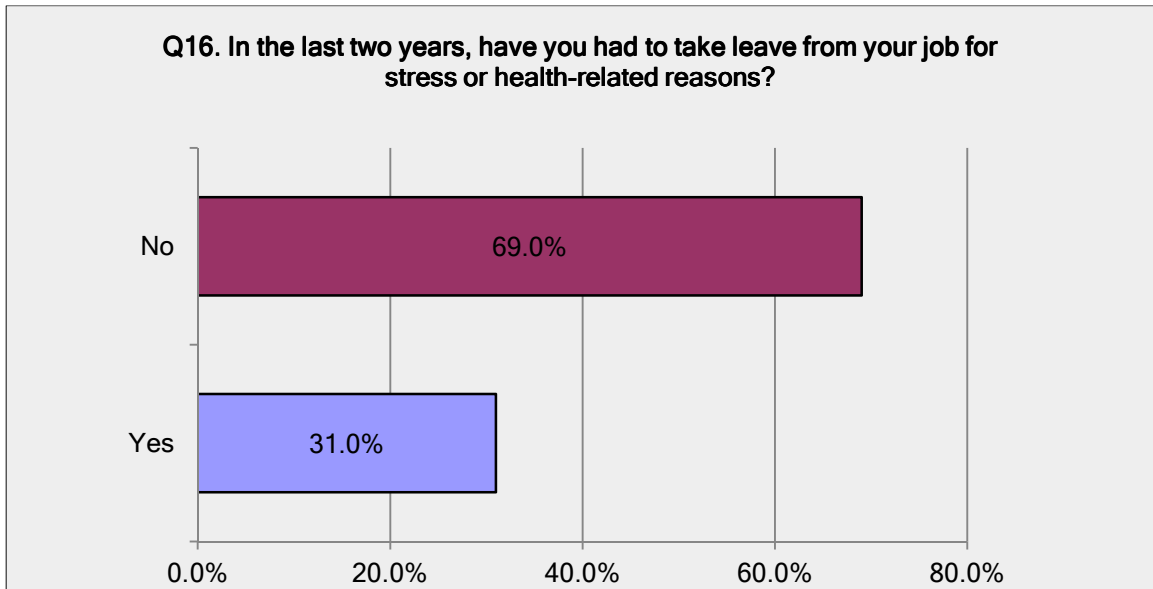
Appendix C: Component 6 MCFD Tables and Charts

Q15. Are there other programs, policies or initiatives that have affected your ability to perform your primary duties? If so, please describe.		
Answer Options	Response Percent	Response Count
Yes	71.5%	533
No	28.5%	212
Comments		512
<i>answered question</i>		745
<i>skipped question</i>		60



Appendix C: Component 6 MCFD Tables and Charts

Q16. In the last two years, have you had to take leave from your job for stress or health-related reasons?		
Answer Options	Response Percent	Response Count
Yes	31.0%	246
No	69.0%	547
Comments (optional)		266
<i>answered question</i>		793
<i>skipped question</i>		12

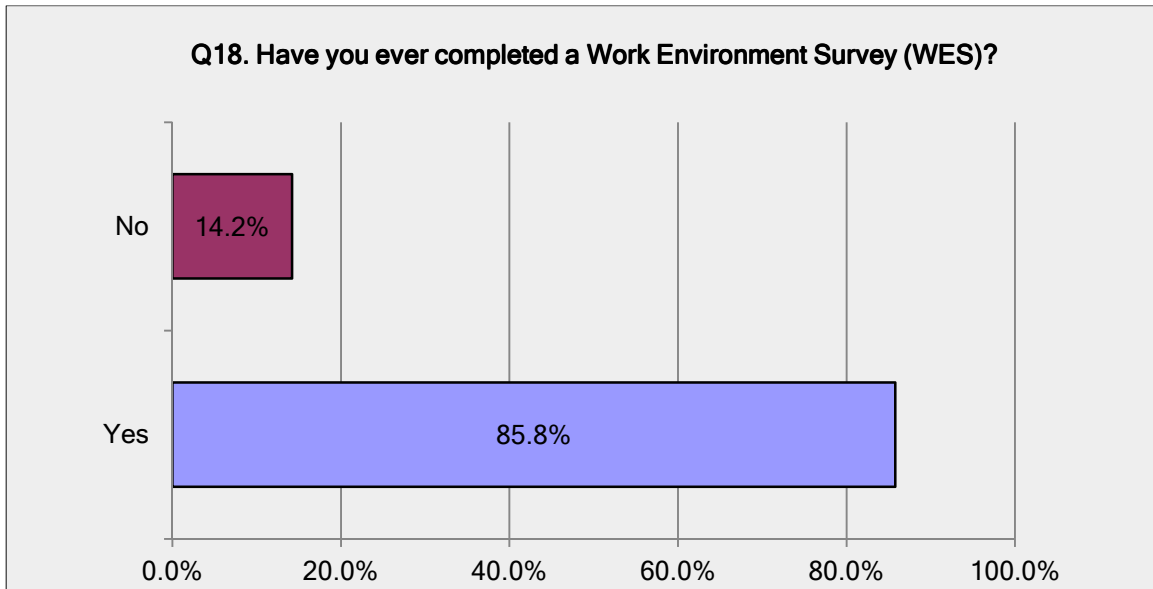


Appendix C: Component 6 MCFD Tables and Charts

Q17. Are there any health and safety-related concerns that regularly affect you in the workplace:	
Answer Options	Response Count
Written	527
<i>answered question</i>	527
<i>skipped question</i>	278

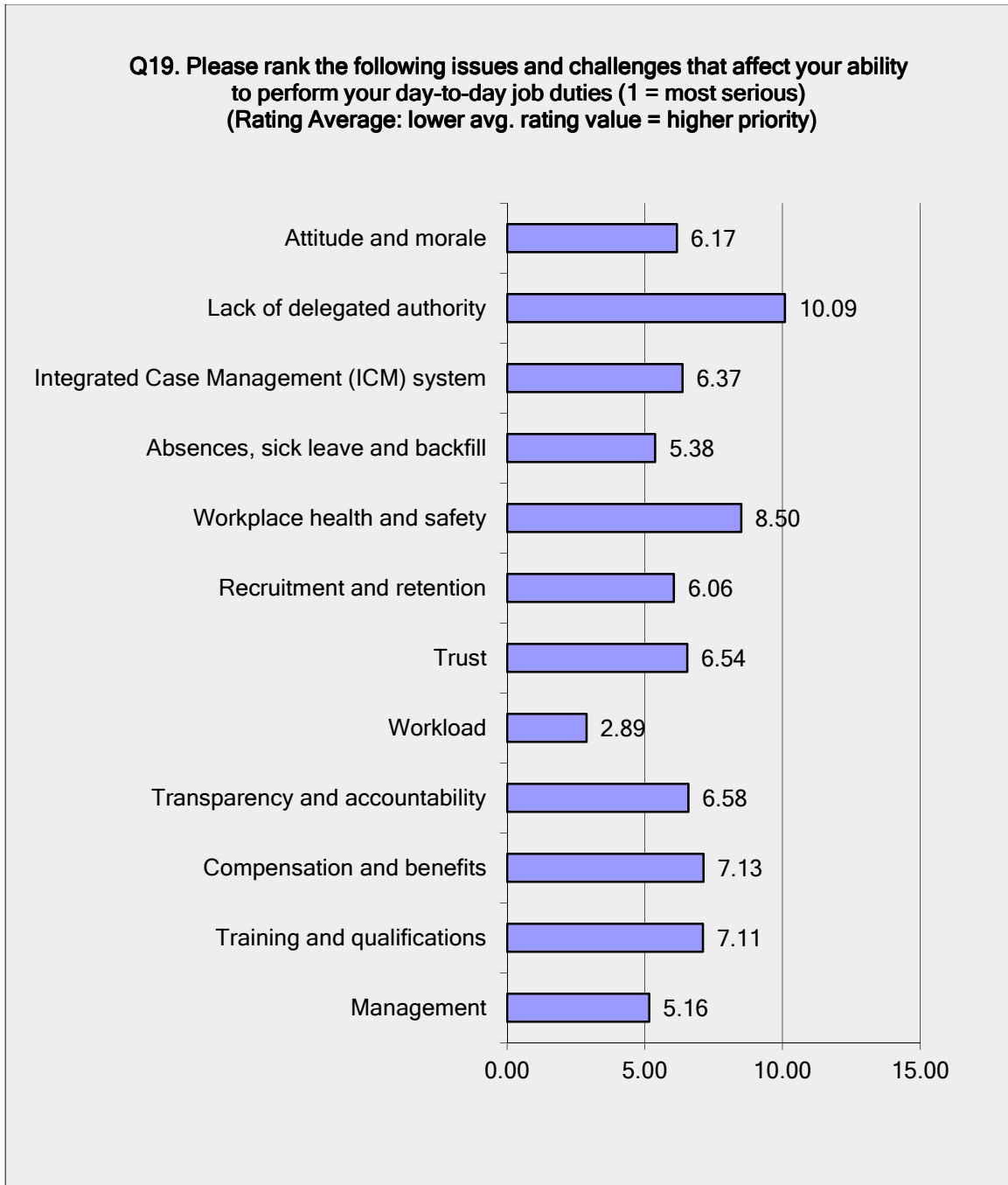
Appendix C: Component 6 MCFD Tables and Charts

Q18. Have you ever completed a Work Environment Survey (WES)?		
Answer Options	Response Percent	Response Count
Yes	85.8%	677
No	14.2%	112
Comments (optional)		145
<i>answered question</i>		789
<i>skipped question</i>		16



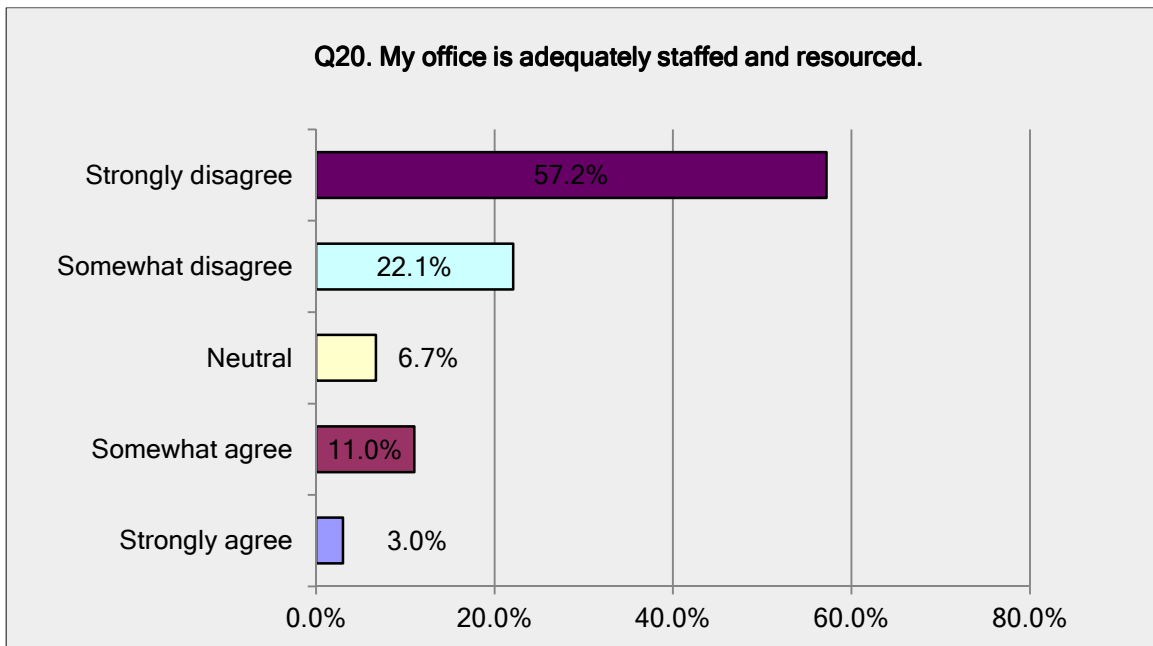
Appendix C: Component 6 MCFD Tables and Charts

Q19. Please rank the following issues and challenges that affect your ability to perform your day-to-day job duties (1 = most serious)														
Answer Options	1	2	3	4	5	6	7	8	9	10	11	12	Rating Average	Response Count
Management	119	82	92	76	81	72	75	52	43	32	31	30	5.16	785
Training and qualifications	32	48	42	59	70	72	85	80	79	87	82	50	7.11	786
Compensation and benefits	37	43	51	57	59	63	88	82	92	86	65	63	7.13	786
Transparency and accountability	8	32	69	67	89	110	111	110	92	59	32	8	6.58	787
Workload	341	126	86	62	53	36	30	16	9	14	6	5	2.89	784
Trust	28	43	59	77	70	106	85	107	93	59	39	21	6.54	787
Recruitment and retention	39	95	78	77	74	50	78	75	91	78	36	15	6.06	786
Workplace health and safety	5	14	17	31	36	59	72	99	120	153	130	50	8.50	786
Absences, sick leave and backfill	62	129	113	80	63	58	42	48	70	62	47	12	5.38	786
Integrated Case Management (ICM) system	69	91	79	75	66	51	39	36	35	58	108	78	6.37	785
Lack of delegated authority	8	13	16	19	33	26	19	31	32	57	174	359	10.09	787
Attitude and morale	38	70	84	106	92	83	62	50	30	42	37	92	6.17	786
													<i>answered question</i>	787
													<i>skipped question</i>	18



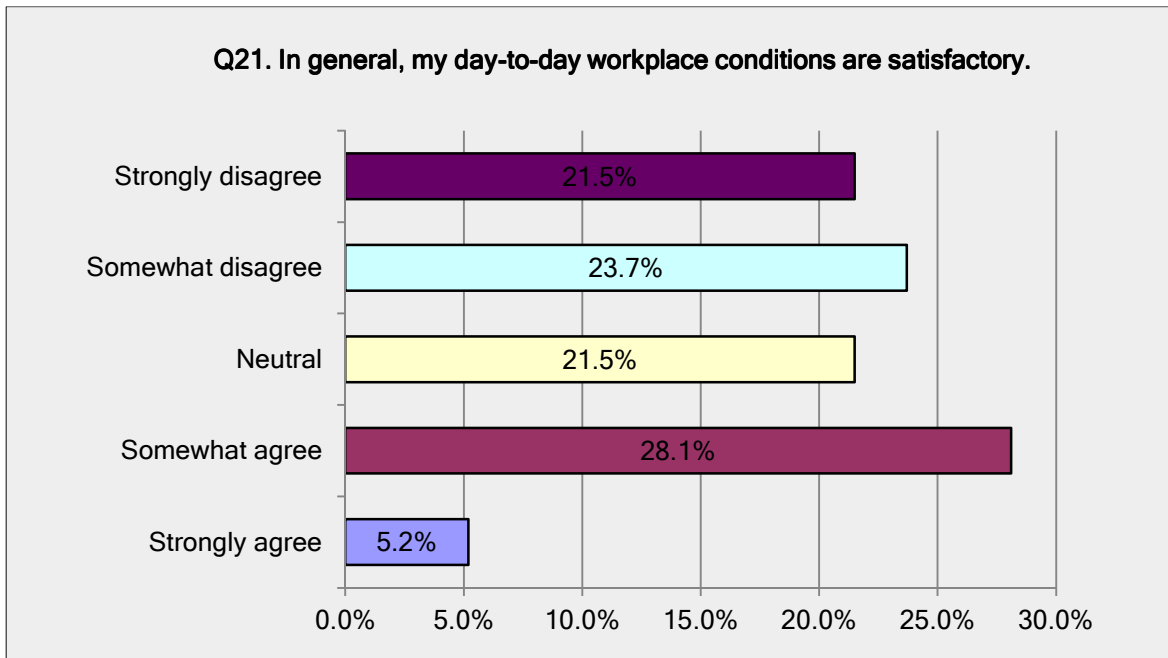
Appendix C: Component 6 MCFD Tables and Charts

Q20. My office is adequately staffed and resourced.		
Answer Options	Response Percent	Response Count
Strongly agree	3.0%	24
Somewhat agree	11.0%	88
Neutral	6.7%	54
Somewhat disagree	22.1%	177
Strongly disagree	57.2%	458
Comments (optional)		371
<i>answered question</i>		801
<i>skipped question</i>		4



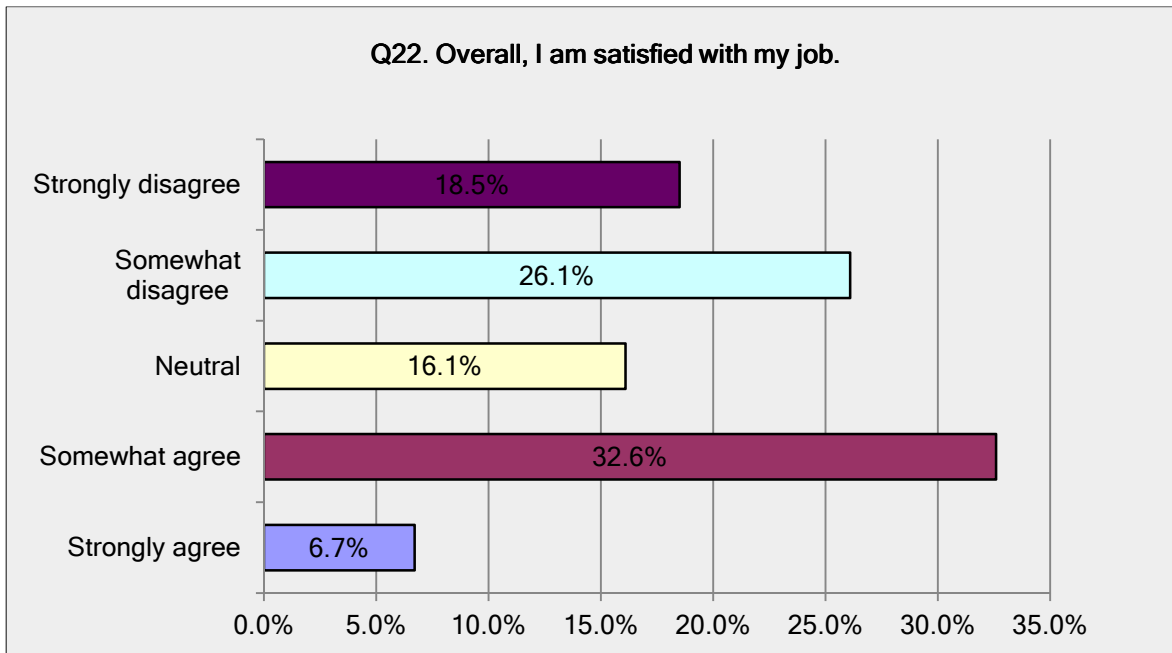
Appendix C: Component 6 MCFD Tables and Charts

Q21. In general, my day-to-day workplace conditions are satisfactory.		
Answer Options	Response Percent	Response Count
Strongly agree	5.2%	42
Somewhat agree	28.1%	225
Neutral	21.5%	172
Somewhat disagree	23.7%	190
Strongly disagree	21.5%	172
<i>answered question</i>		801
<i>skipped question</i>		4



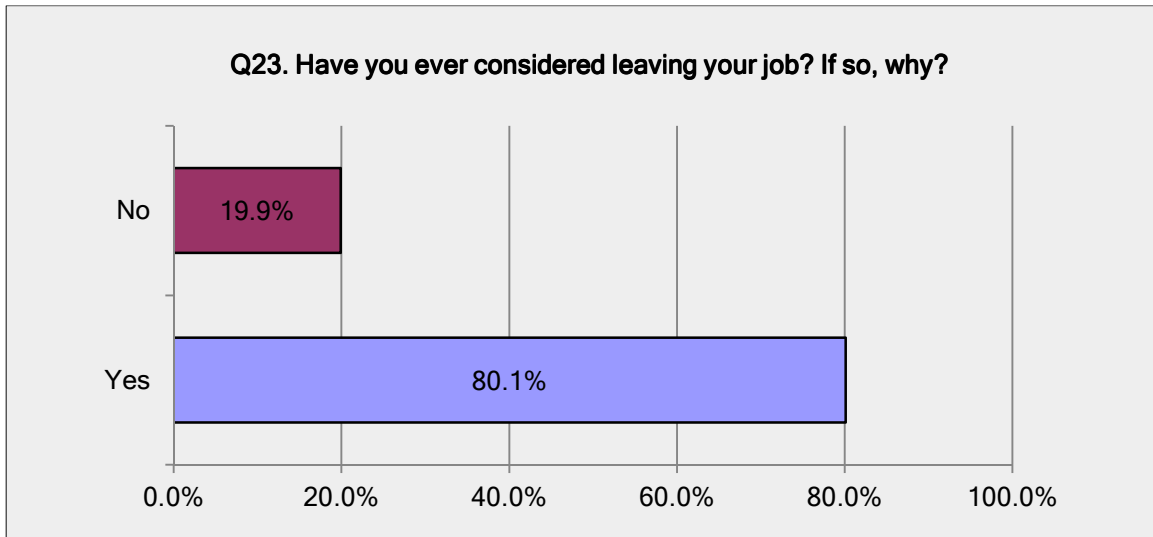
Appendix C: Component 6 MCFD Tables and Charts

Q22. Overall, I am satisfied with my job.		
Answer Options	Response Percent	Response Count
Strongly agree	6.7%	54
Somewhat agree	32.6%	261
Neutral	16.1%	129
Somewhat disagree	26.1%	209
Strongly disagree	18.5%	148
<i>answered question</i>		801
<i>skipped question</i>		4



Appendix C: Component 6 MCFD Tables and Charts

Q23. Have you ever considered leaving your job? If so, why?		
Answer Options	Response Percent	Response Count
Yes	80.1%	636
No	19.9%	158
Comments (optional)		621
<i>answered question</i>		794
<i>skipped question</i>		11

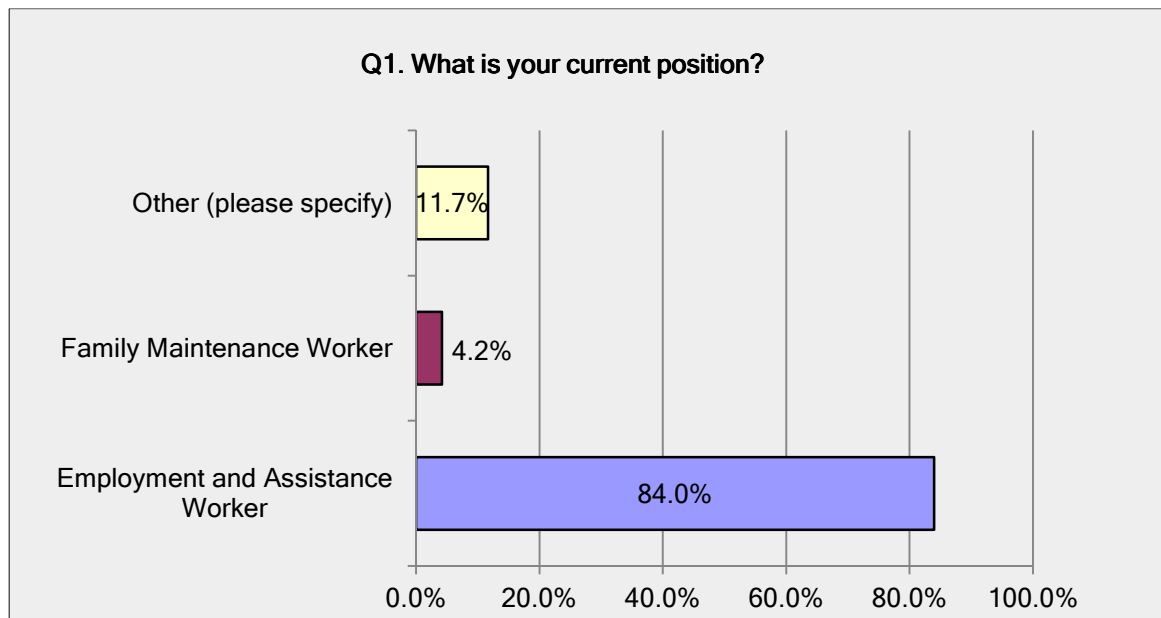


Appendix C: Component 6 MCFD Tables and Charts

Q24. Please provide any additional comments, concerns, or ways that the BCGEU can better support you in your work.	
Answer Options	Response Count
Written	395
<i>answered question</i>	395
<i>skipped question</i>	410

Appendix D: Component 6 MSDSI Tables and Charts

Q1. What is your current position?		
Answer Options	Response Percent	Response Count
Employment and Assistance Worker	84.0%	337
Family Maintenance Worker	4.2%	17
Other (please specify)	11.7%	47
<i>answered question</i>		401
<i>skipped question</i>		2

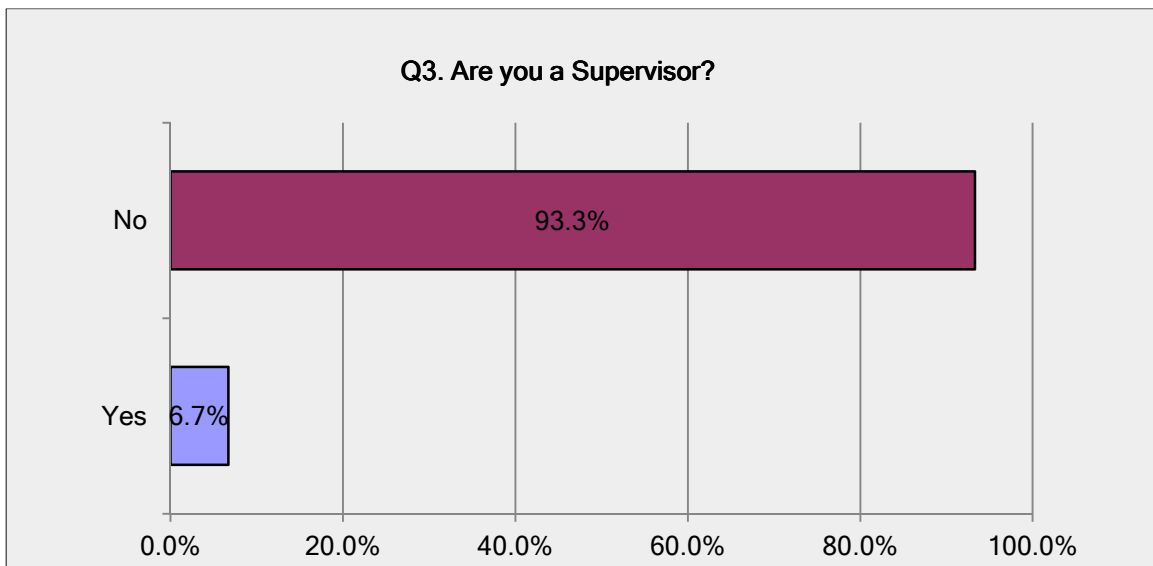


Appendix D: Component 6 MSDSI Tables and Charts

Q2. If you are an Employment and Assistance Worker, which "stream" or "bucket" do you work in?	
Answer Options	Response Count
Written	331
<i>answered question</i>	331
<i>skipped question</i>	72

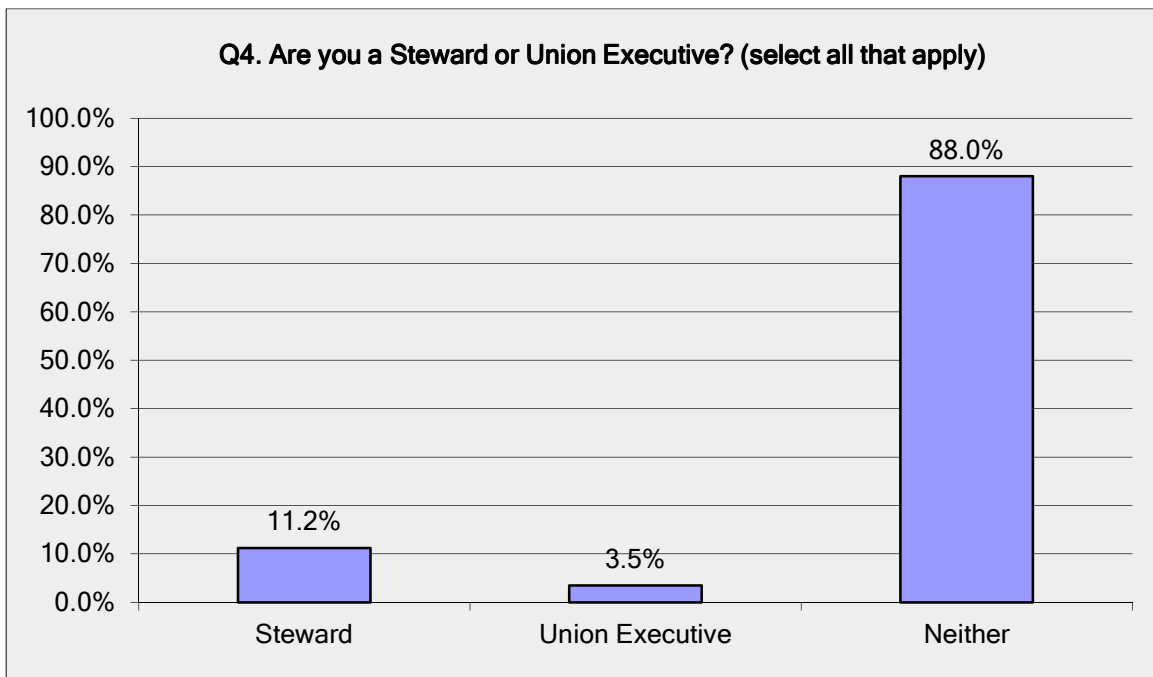
Appendix D: Component 6 MSDSI Tables and Charts

Q3. Are you a Supervisor?		
Answer Options	Response Percent	Response Count
Yes	6.7%	27
No	93.3%	374
<i>answered question</i>		401
<i>skipped question</i>		2



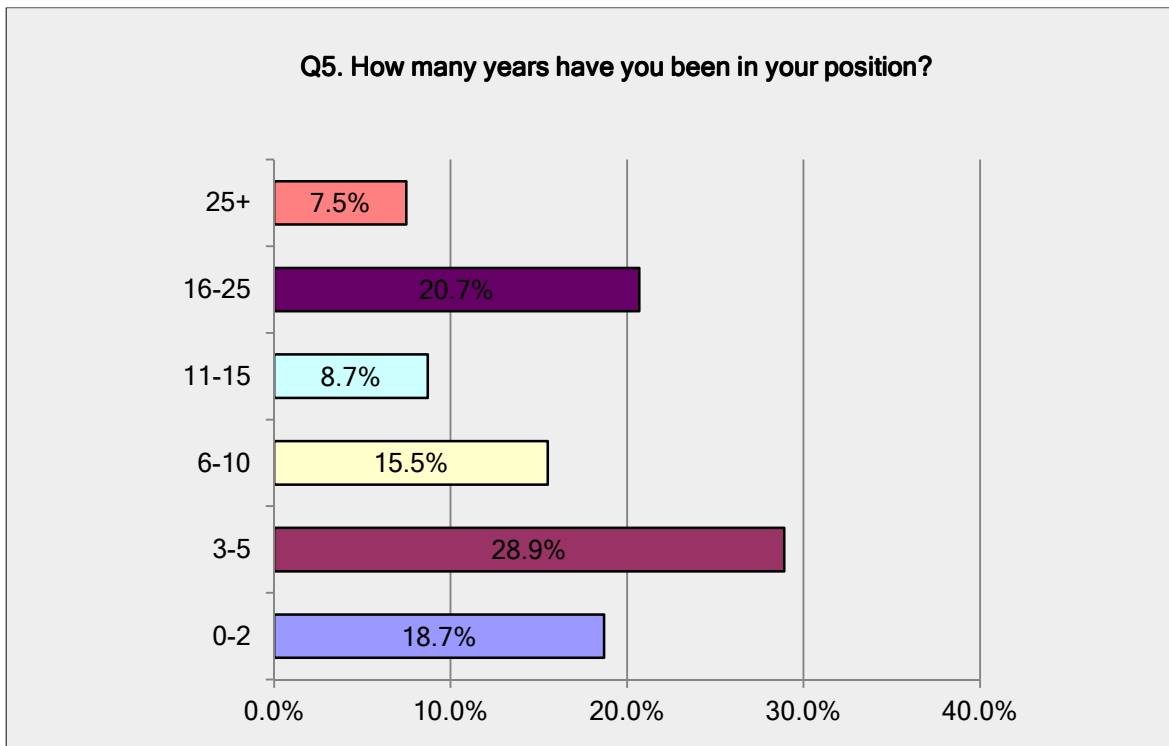
Appendix D: Component 6 MSDSI Tables and Charts

Q4. Are you a Steward or Union Executive? (select all that apply)		
Answer Options	Response Percent	Response Count
Steward	11.2%	45
Union Executive	3.5%	14
Neither	88.0%	353
If you are a Union Executive, please specify your position		10
<i>answered question</i>		401
<i>skipped question</i>		2



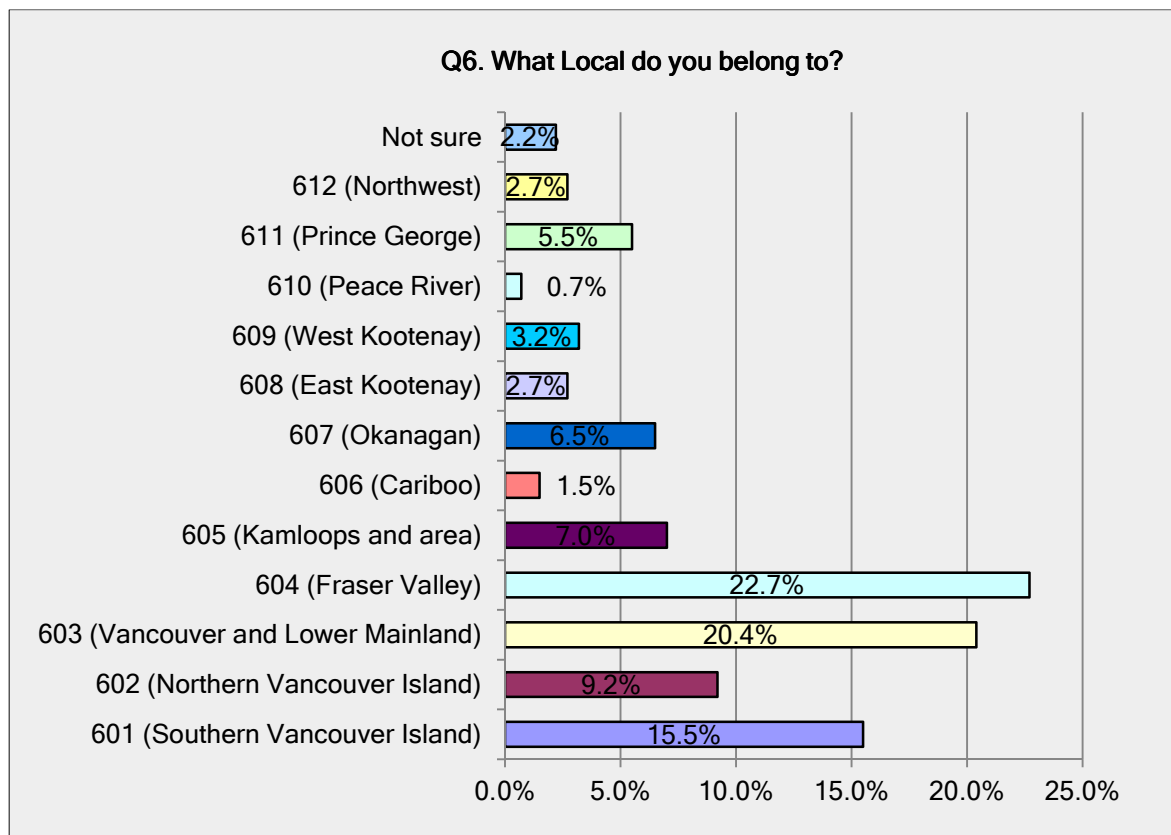
Appendix D: Component 6 MSDSI Tables and Charts

Q5. How many years have you been in your position?		
Answer Options	Response Percent	Response Count
0-2	18.7%	75
3-5	28.9%	116
6-10	15.5%	62
11-15	8.7%	35
16-25	20.7%	83
25+	7.5%	30
<i>answered question</i>		401
<i>skipped question</i>		2



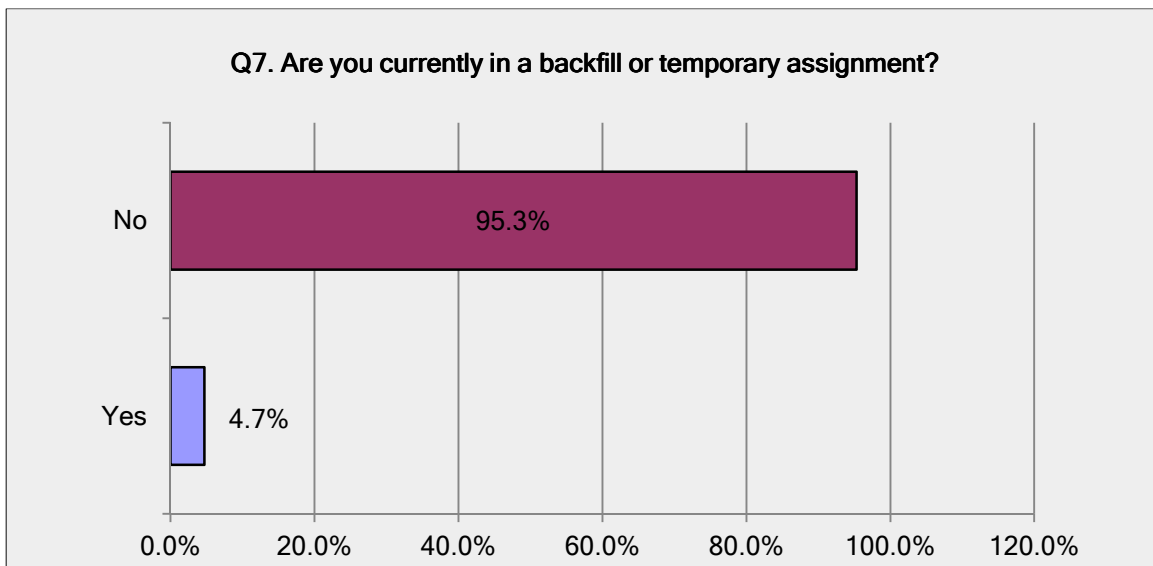
Appendix D: Component 6 MSDSI Tables and Charts

Q6. What Local do you belong to?		
Answer Options	Response Percent	Response Count
601 (Southern Vancouver Island)	15.5%	62
602 (Northern Vancouver Island)	9.2%	37
603 (Vancouver and Lower Mainland)	20.4%	82
604 (Fraser Valley)	22.7%	91
605 (Kamloops and area)	7.0%	28
606 (Cariboo)	1.5%	6
607 (Okanagan)	6.5%	26
608 (East Kootenay)	2.7%	11
609 (West Kootenay)	3.2%	13
610 (Peace River)	0.7%	3
611 (Prince George)	5.5%	22
612 (Northwest)	2.7%	11
Not sure	2.2%	9
<i>answered question</i>		401
<i>skipped question</i>		2



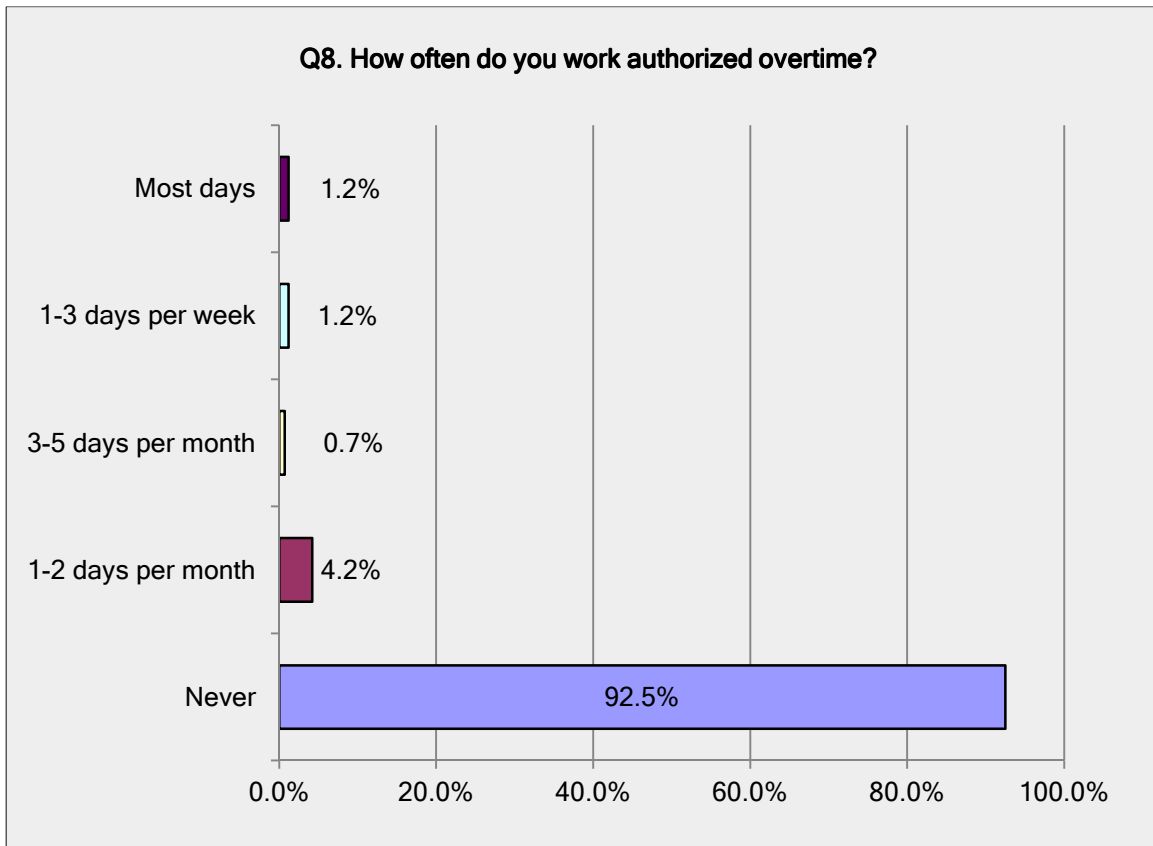
Appendix D: Component 6 MSDSI Tables and Charts

Q7. Are you currently in a backfill or temporary assignment?		
Answer Options	Response Percent	Response Count
Yes	4.7%	19
No	95.3%	382
<i>answered question</i>		401
<i>skipped question</i>		2



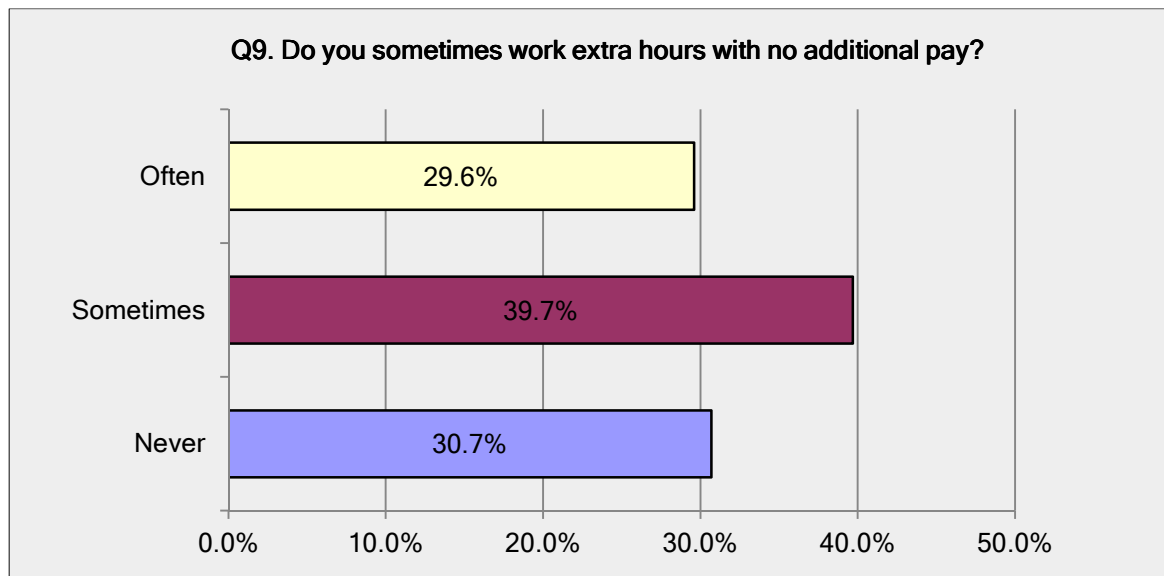
Appendix D: Component 6 MSDSI Tables and Charts

Q8. How often do you work authorized overtime?		
Answer Options	Response Percent	Response Count
Never	92.5%	371
1-2 days per month	4.2%	17
3-5 days per month	0.7%	3
1-3 days per week	1.2%	5
Most days	1.2%	5
<i>answered question</i>		401
<i>skipped question</i>		2



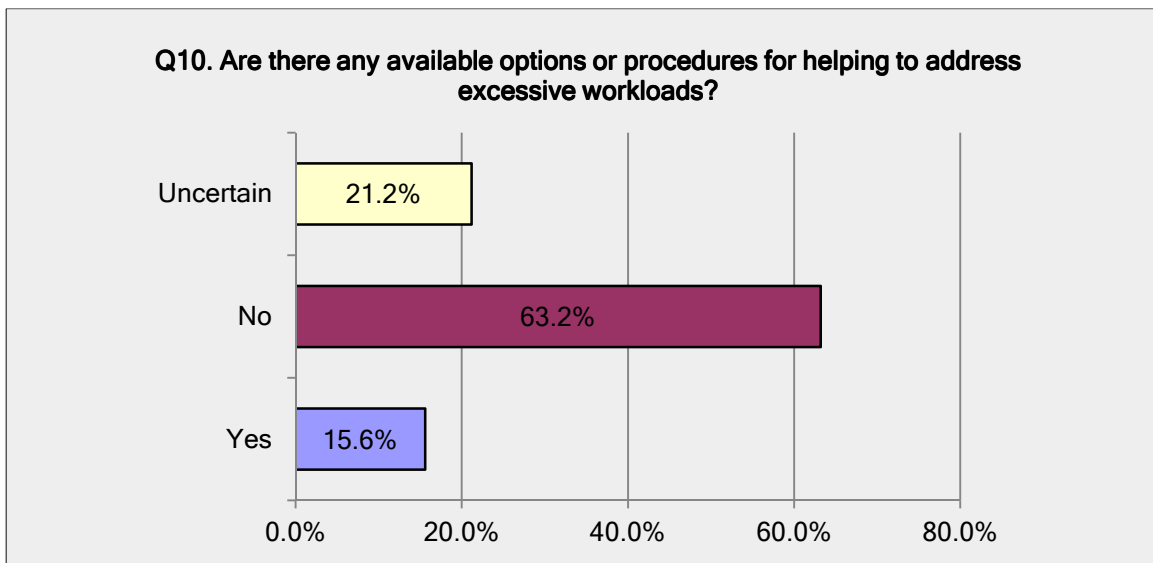
Appendix D: Component 6 MSDSI Tables and Charts

Q9. Do you sometimes work extra hours with no additional pay?		
Answer Options	Response Percent	Response Count
Never	30.7%	122
Sometimes	39.7%	158
Often	29.6%	118
<i>answered question</i>		398
<i>skipped question</i>		5



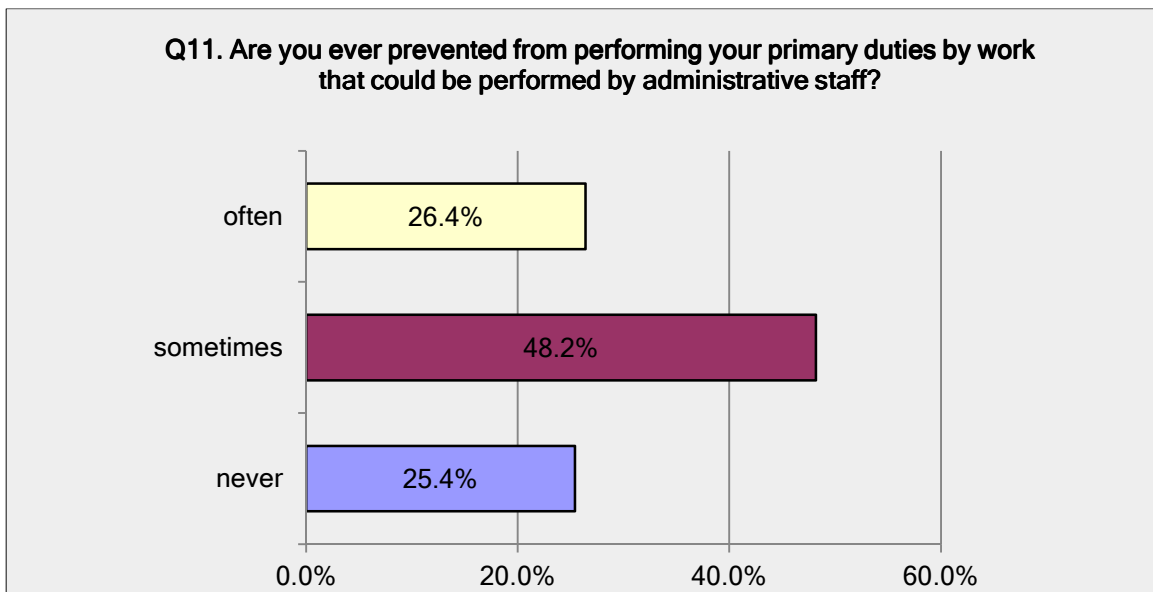
Appendix D: Component 6 MSDSI Tables and Charts

Q10. Are there any available options or procedures for helping to address excessive workloads?		
Answer Options	Response Percent	Response Count
Yes	15.6%	62
No	63.2%	251
Uncertain	21.2%	84
Comments		162
<i>answered question</i>		397
<i>skipped question</i>		6



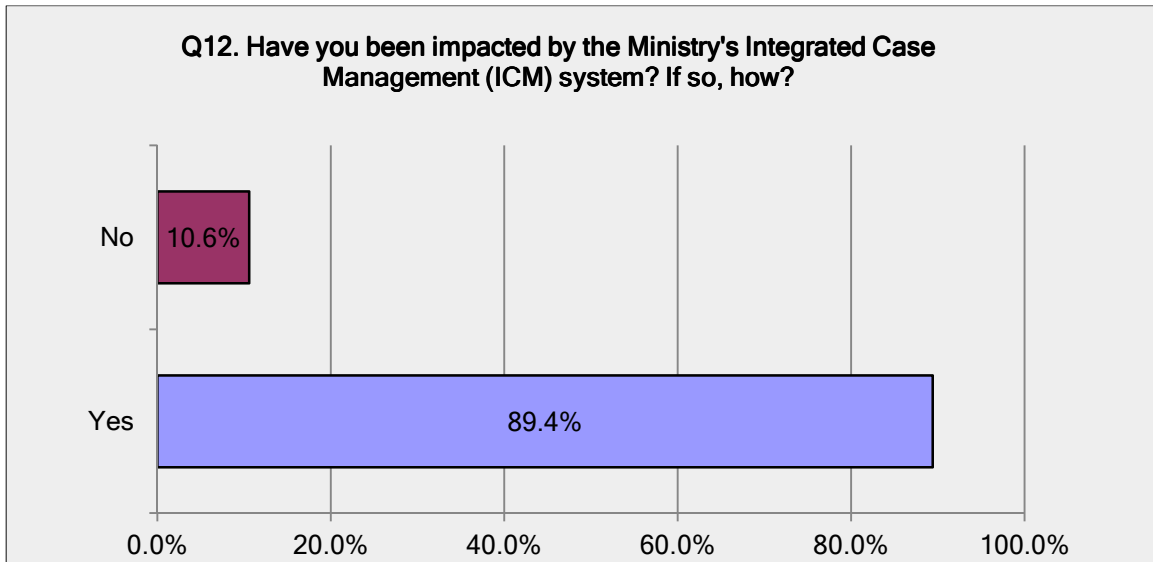
Appendix D: Component 6 MSDSI Tables and Charts

Q11. Are you ever prevented from performing your primary duties by work that could be performed by administrative staff?		
Answer Options	Response Percent	Response Count
never	25.4%	100
sometimes	48.2%	190
often	26.4%	104
Comments (optional)		116
<i>answered question</i>		394
<i>skipped question</i>		9



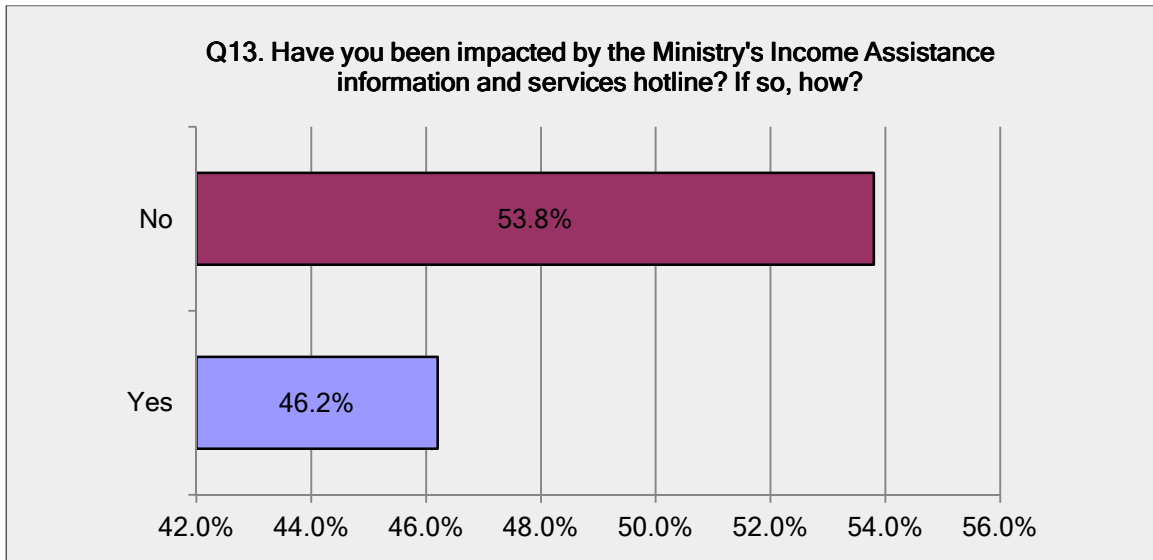
Appendix D: Component 6 MSDSI Tables and Charts

Q12. Have you been impacted by the Ministry's Integrated Case Management (ICM) system? If so, how?		
Answer Options	Response Percent	Response Count
Yes	89.4%	354
No	10.6%	42
Comments		341
<i>answered question</i>		396
<i>skipped question</i>		7



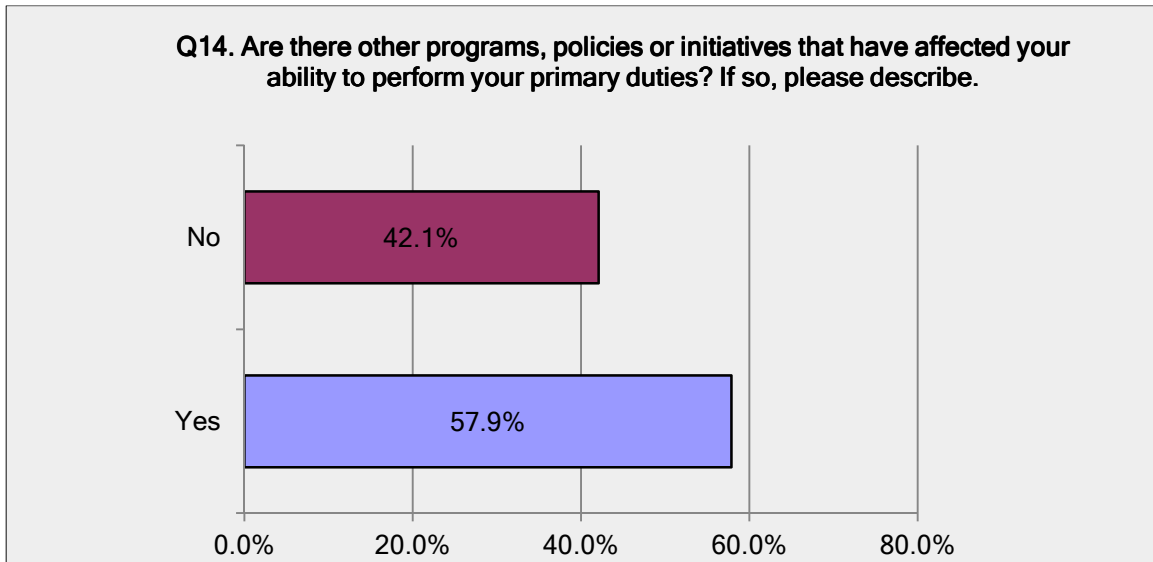
Appendix D: Component 6 MSDSI Tables and Charts

Q13. Have you been impacted by the Ministry's Income Assistance information and services hotline? If so, how?		
Answer Options	Response Percent	Response Count
Yes	46.2%	178
No	53.8%	207
Comments		199
<i>answered question</i>		385
<i>skipped question</i>		18



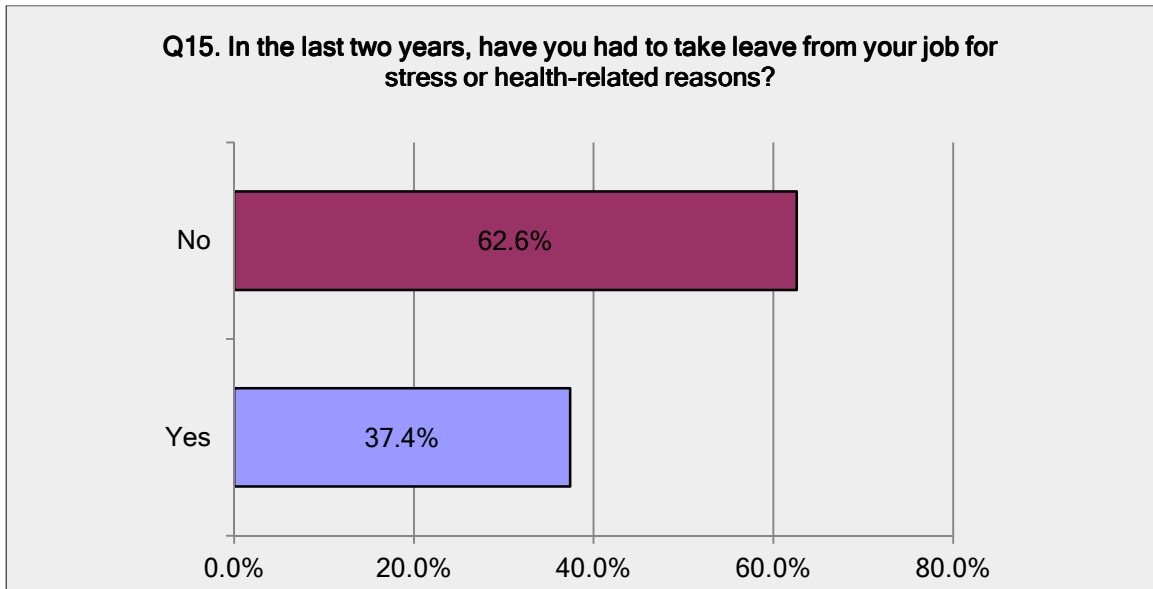
Appendix D: Component 6 MSDSI Tables and Charts

Q14. Are there other programs, policies or initiatives that have affected your ability to perform your primary duties? If so, please describe.		
Answer Options	Response Percent	Response Count
Yes	57.9%	223
No	42.1%	162
Comments		207
<i>answered question</i>		385
<i>skipped question</i>		18



Appendix D: Component 6 MSDSI Tables and Charts

Q15. In the last two years, have you had to take leave from your job for stress or health-related reasons?		
Answer Options	Response Percent	Response Count
Yes	37.4%	149
No	62.6%	249
Comments (optional)		124
<i>answered question</i>		398
<i>skipped question</i>		5

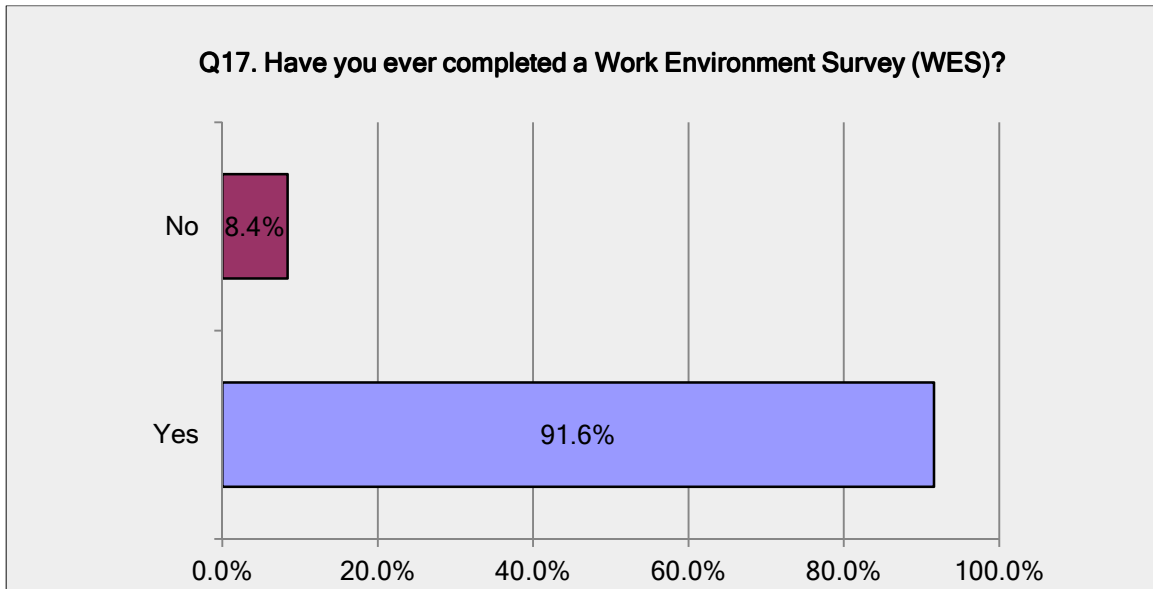


Appendix D: Component 6 MSDSI Tables and Charts

Q16. Are there any health and safety-related concerns that regularly affect you in the workplace:	
Answer Options	Response Count
Written	290
<i>answered question</i>	290
<i>skipped question</i>	113

Appendix D: Component 6 MSDSI Tables and Charts

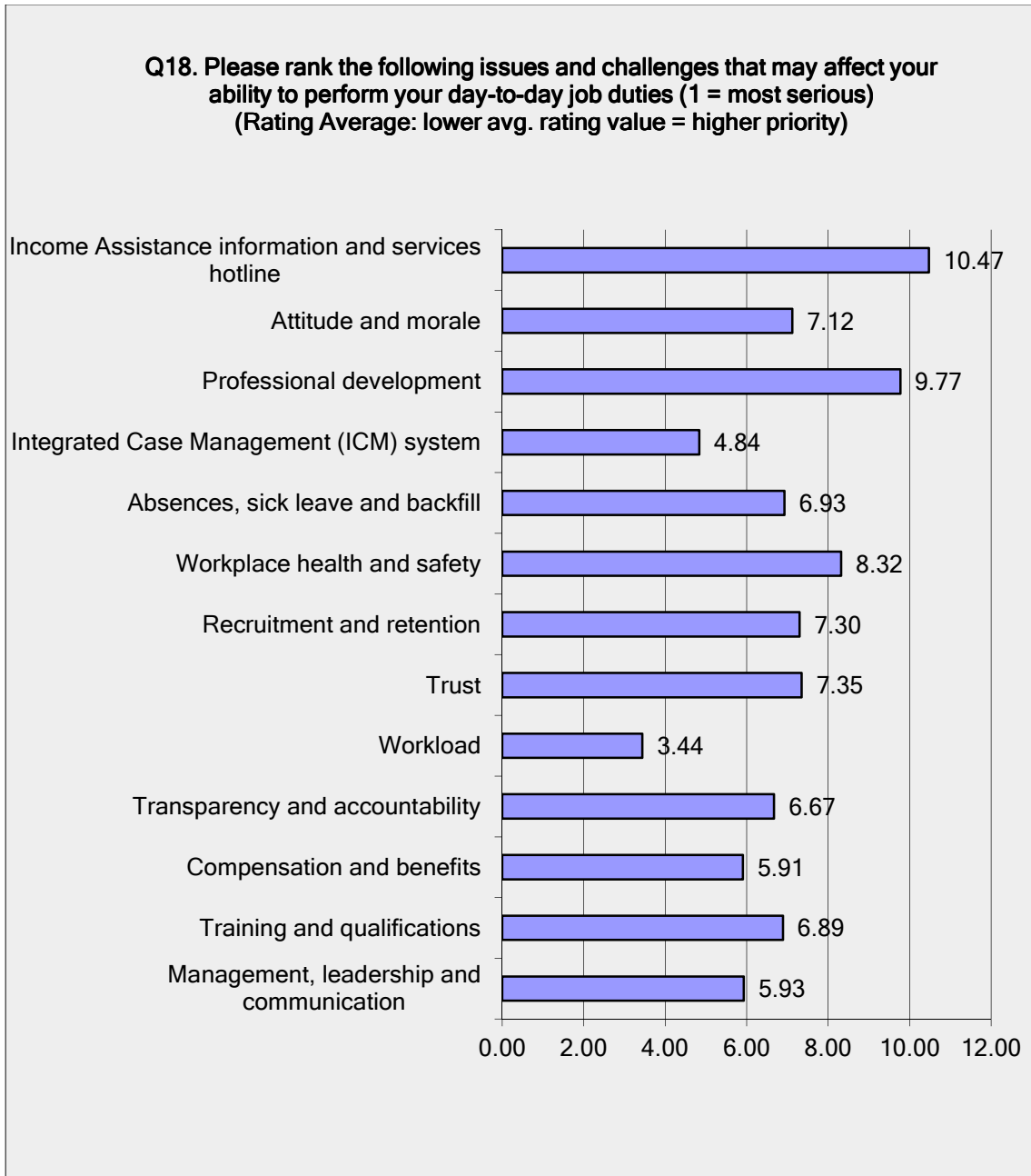
Q17. Have you ever completed a Work Environment Survey (WES)?		
Answer Options	Response Percent	Response Count
Yes	91.6%	361
No	8.4%	33
Comments (optional)		60
<i>answered question</i>		394
<i>skipped question</i>		9



Appendix D: Component 6 MSDSI Tables and Charts

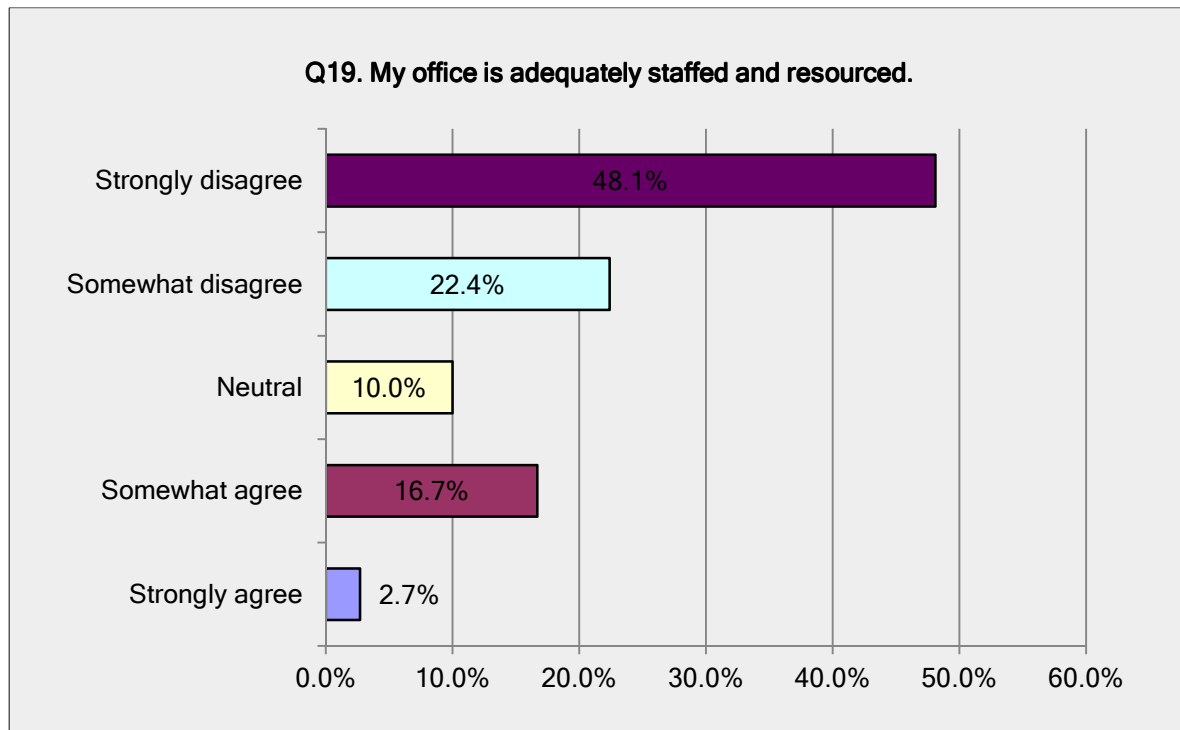
Q18. Please rank the following issues and challenges that may affect your ability to perform your day-to-day job duties (1 = most serious)															
Answer Options	1	2	3	4	5	6	7	8	9	10	11	12	13	Rating Average	Response Count
Management, leadership and communication	43	41	38	33	45	27	34	33	25	20	23	19	13	5.93	394
Training and qualifications	16	24	36	37	25	38	40	35	47	42	19	24	11	6.89	394
Compensation and benefits	59	38	37	26	33	32	34	25	27	24	20	19	19	5.91	393
Transparency and accountability	6	25	33	40	44	41	41	46	42	35	29	10	2	6.67	394
Workload	99	90	67	37	18	28	18	13	12	5	5	1	1	3.44	394
Trust	10	11	22	27	41	42	40	54	44	44	33	12	13	7.35	393
Recruitment and retention	10	24	21	29	37	29	41	50	49	35	32	29	8	7.30	394
Workplace health and safety	7	11	19	22	24	23	34	42	46	55	45	45	21	8.32	394
Absences, sick leave and backfill	12	23	35	41	43	39	27	23	42	36	44	16	13	6.93	394
Integrated Case Management (ICM) system	109	64	31	32	16	22	11	11	7	31	25	22	12	4.84	393
Professional development	6	7	9	9	15	19	25	22	21	38	74	93	56	9.77	394
Attitude and morale	11	26	37	41	40	38	32	28	21	18	19	64	19	7.12	394
Income Assistance information and services hotline	6	10	9	20	13	16	17	12	11	11	26	39	204	10.47	394
														<i>answered question</i>	394
														<i>skipped question</i>	9

Appendix D: Component 6 MSDSI Tables and Charts



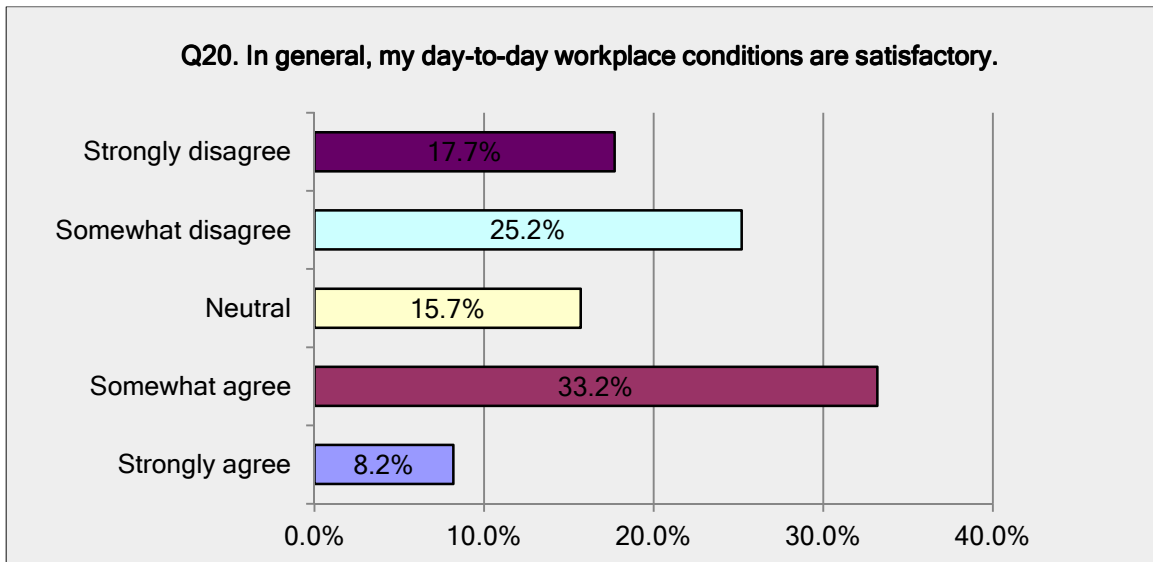
Appendix D: Component 6 MSDSI Tables and Charts

Q19. My office is adequately staffed and resourced.		
Answer Options	Response Percent	Response Count
Strongly agree	2.7%	11
Somewhat agree	16.7%	67
Neutral	10.0%	40
Somewhat disagree	22.4%	90
Strongly disagree	48.1%	193
Comments (optional)		165
<i>answered question</i>		401
<i>skipped question</i>		2



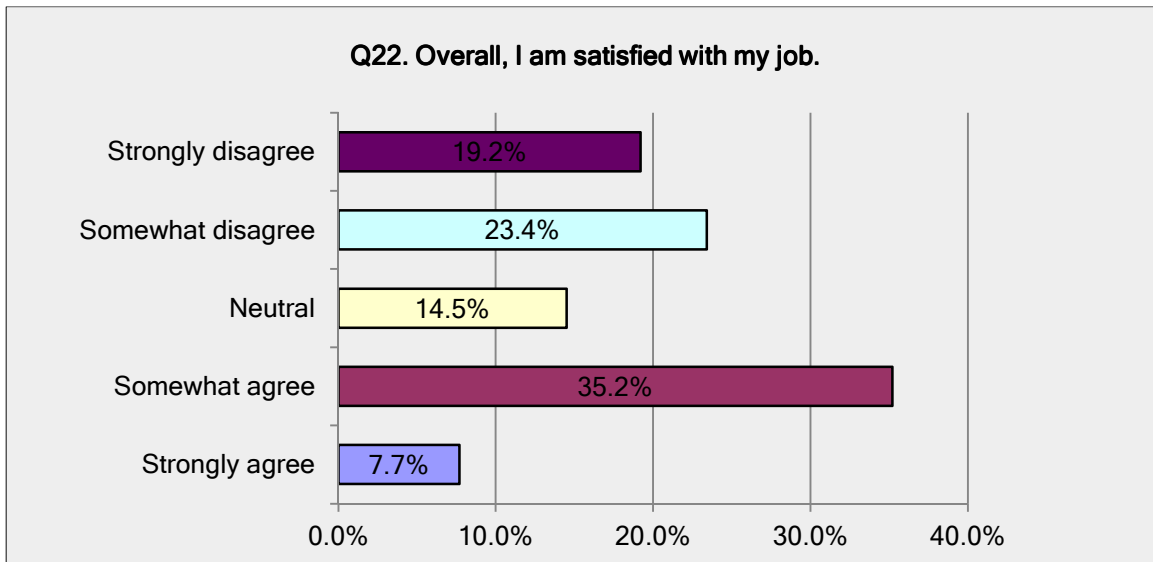
Appendix D: Component 6 MSDSI Tables and Charts

Q20. In general, my day-to-day workplace conditions are satisfactory.		
Answer Options	Response Percent	Response Count
Strongly agree	8.2%	33
Somewhat agree	33.2%	133
Neutral	15.7%	63
Somewhat disagree	25.2%	101
Strongly disagree	17.7%	71
<i>answered question</i>		401
<i>skipped question</i>		2



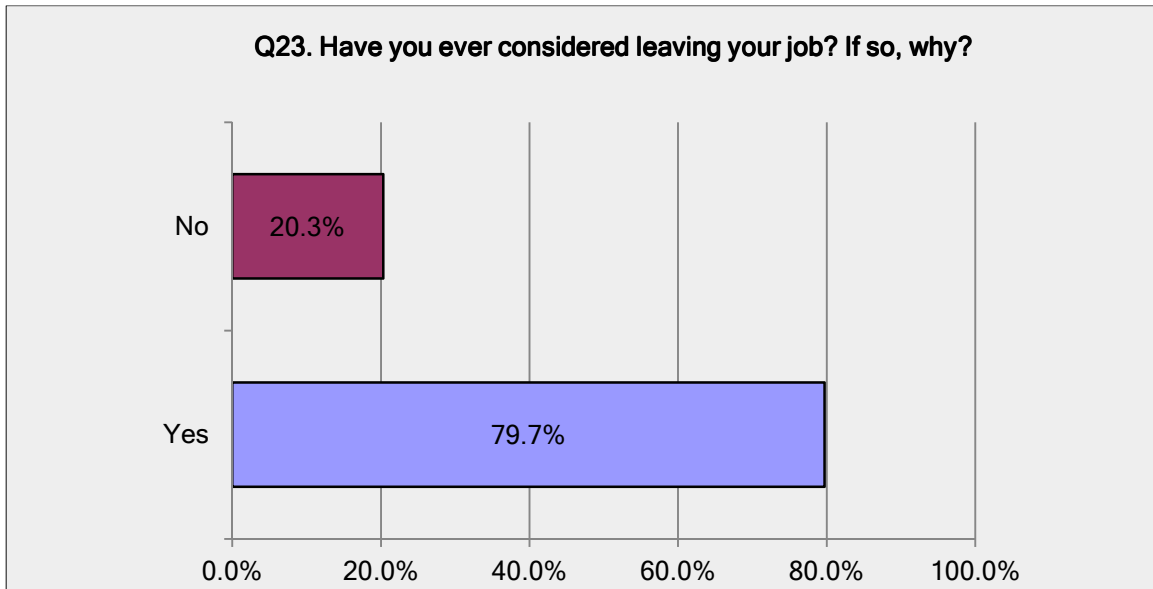
Appendix D: Component 6 MSDSI Tables and Charts

Q21. Overall, I am satisfied with my job.		
Answer Options	Response Percent	Response Count
Strongly agree	7.7%	31
Somewhat agree	35.2%	141
Neutral	14.5%	58
Somewhat disagree	23.4%	94
Strongly disagree	19.2%	77
<i>answered question</i>		401
<i>skipped question</i>		2



Appendix D: Component 6 MSDSI Tables and Charts

Q23. Have you ever considered leaving your job? If so, why?		
Answer Options	Response Percent	Response Count
Yes	79.7%	318
No	20.3%	81
Comments (optional)		303
<i>answered question</i>		399
<i>skipped question</i>		4

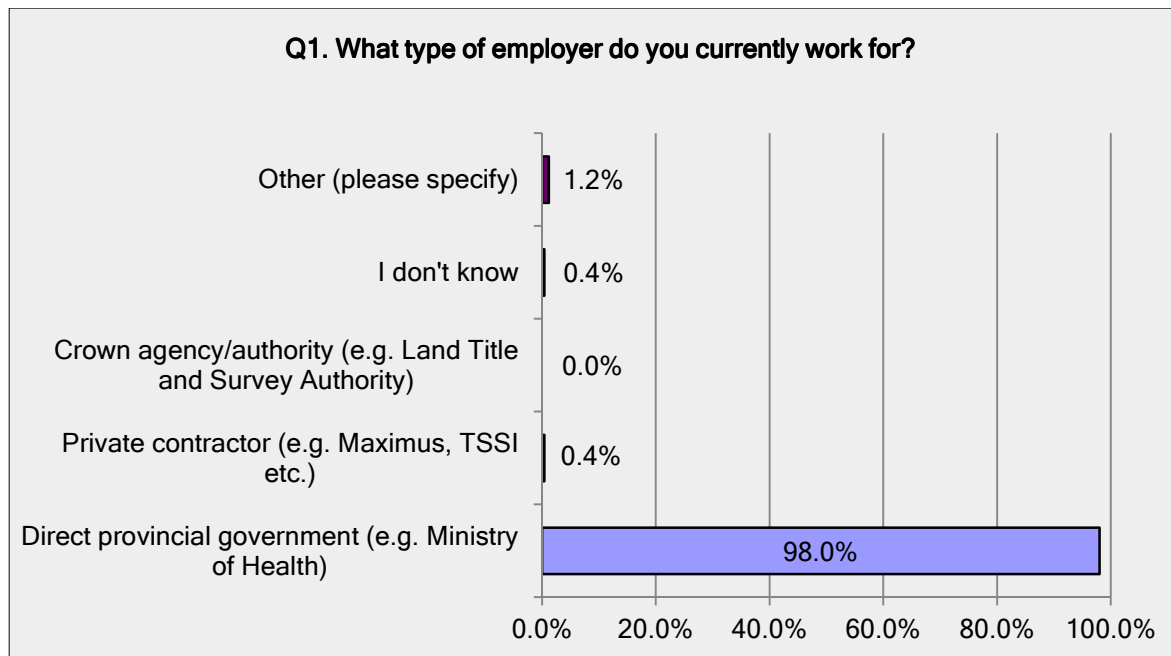


Appendix D: Component 6 MSDSI Tables and Charts

Q23. Please provide any additional comments, concerns, or ways that the BCGEU can better support you in your work.	
Answer Options	Response Count
Written	194
<i>answered question</i>	194
<i>skipped question</i>	209

Appendix E: Component 12 MCFD Tables and Charts

Q1. What type of employer do you currently work for?		
Answer Options	Response Percent	Response Count
Direct provincial government (e.g. Ministry of Health)	98.0%	249
Private contractor (e.g. Maximus, TSSI etc.)	0.4%	1
Crown agency/authority (e.g. Land Title and Survey Authority)	0.0%	0
I don't know	0.4%	1
Other (please specify)	1.2%	3
<i>answered question</i>		254
<i>skipped question</i>		0

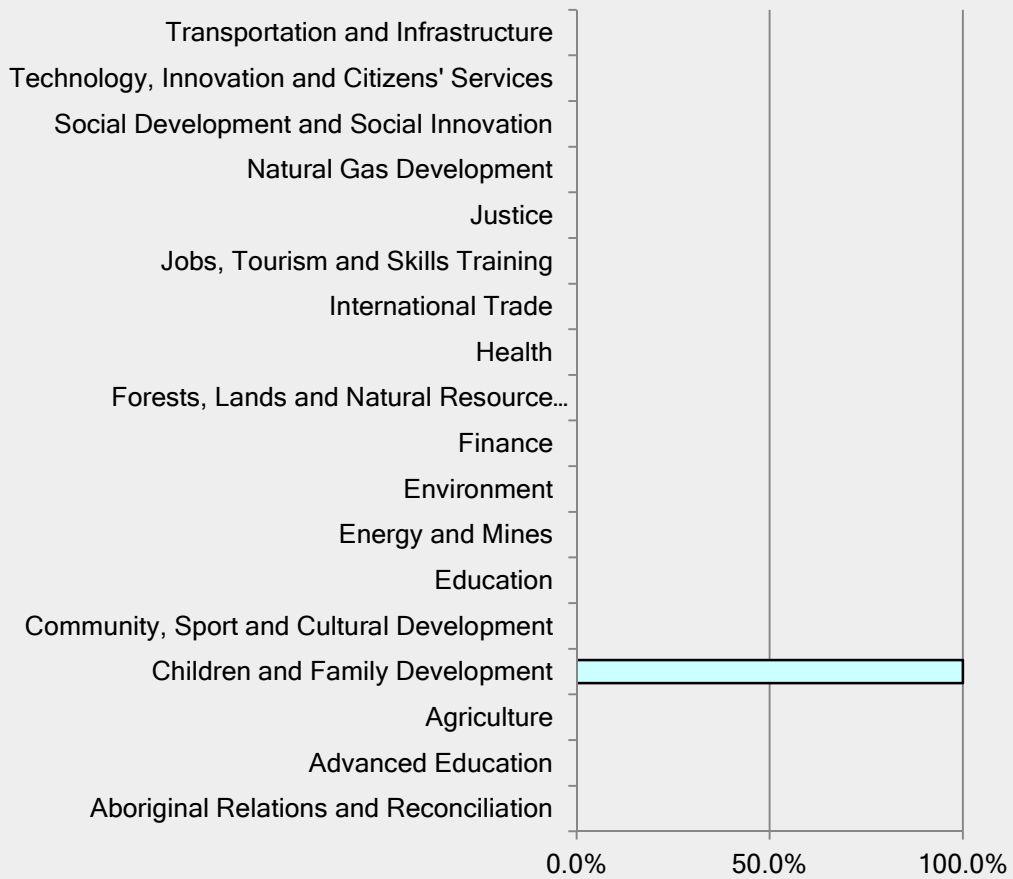


Appendix E: Component 12 MCFD Tables and Charts

Q2. If you work directly for government, please select the provincial ministry you are currently employed by:		
Answer Options	Response Percent	Response Count
Aboriginal Relations and Reconciliation	0.0%	0
Advanced Education	0.0%	0
Agriculture	0.0%	0
Children and Family Development	100.0%	254
Community, Sport and Cultural Development	0.0%	0
Education	0.0%	0
Energy and Mines	0.0%	0
Environment	0.0%	0
Finance	0.0%	0
Forests, Lands and Natural Resource Operations	0.0%	0
Health	0.0%	0
International Trade	0.0%	0
Jobs, Tourism and Skills Training	0.0%	0
Justice	0.0%	0
Natural Gas Development	0.0%	0
Social Development and Social Innovation	0.0%	0
Technology, Innovation and Citizens' Services	0.0%	0
Transportation and Infrastructure	0.0%	0
	<i>answered question</i>	254
	<i>skipped question</i>	0

Appendix E: Component 12 MCFD Tables and Charts

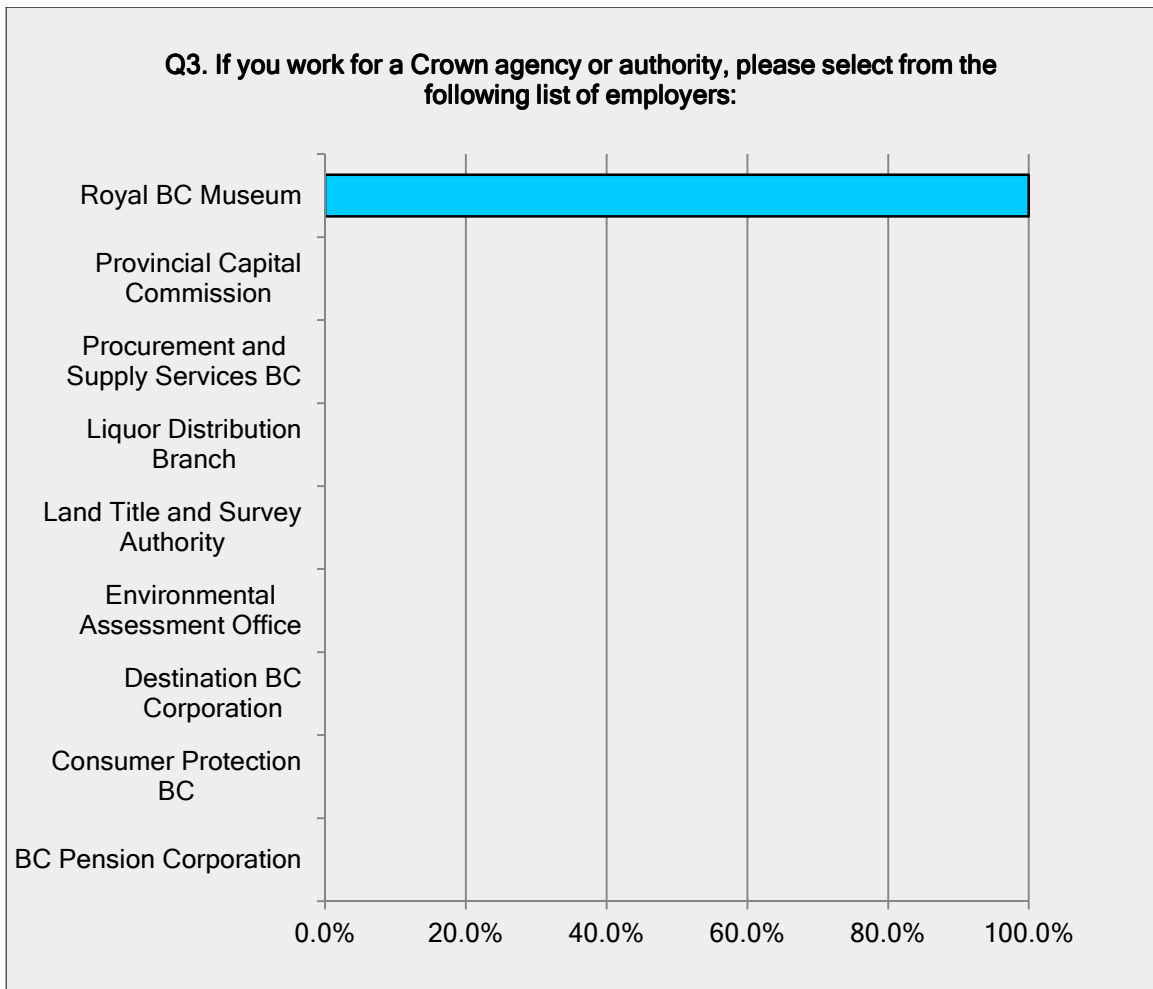
Q2. If you work directly for government, please select the provincial ministry you are currently employed by:



Appendix E: Component 12 MCFD Tables and Charts

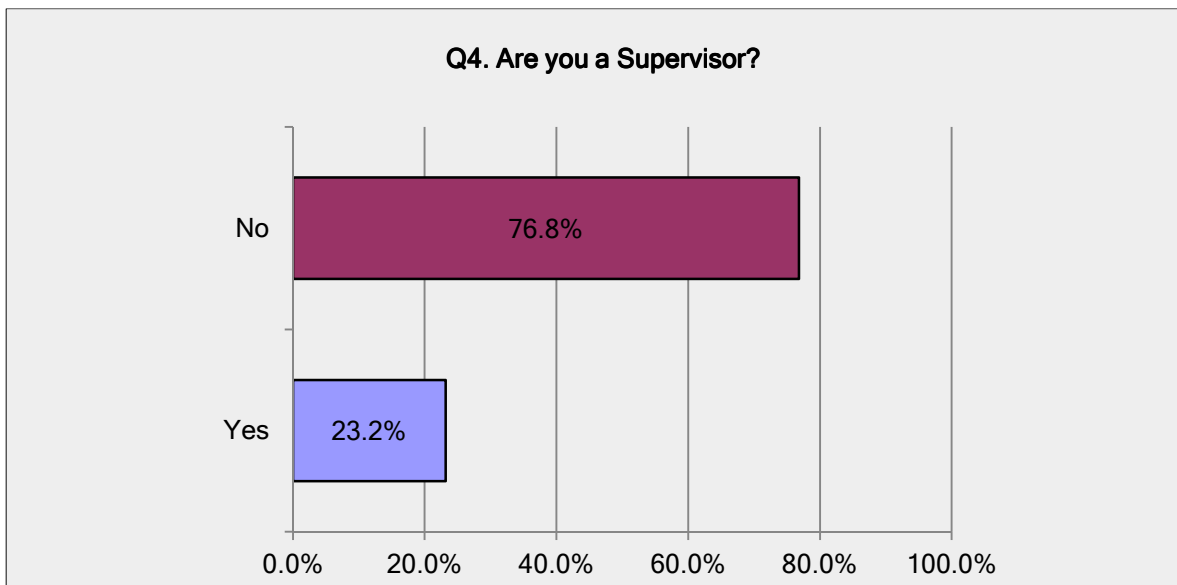
Q3. If you work for a Crown agency or authority, please select from the following list of employers:

Answer Options	Response Percent	Response Count
BC Pension Corporation	0.0%	0
Consumer Protection BC	0.0%	0
Destination BC Corporation	0.0%	0
Environmental Assessment Office	0.0%	0
Land Title and Survey Authority	0.0%	0
Liquor Distribution Branch	0.0%	0
Procurement and Supply Services BC	0.0%	0
Provincial Capital Commission	0.0%	0
Royal BC Museum	100.0%	1
Other (please specify)		0
<i>answered question</i>		1
<i>skipped question</i>		253



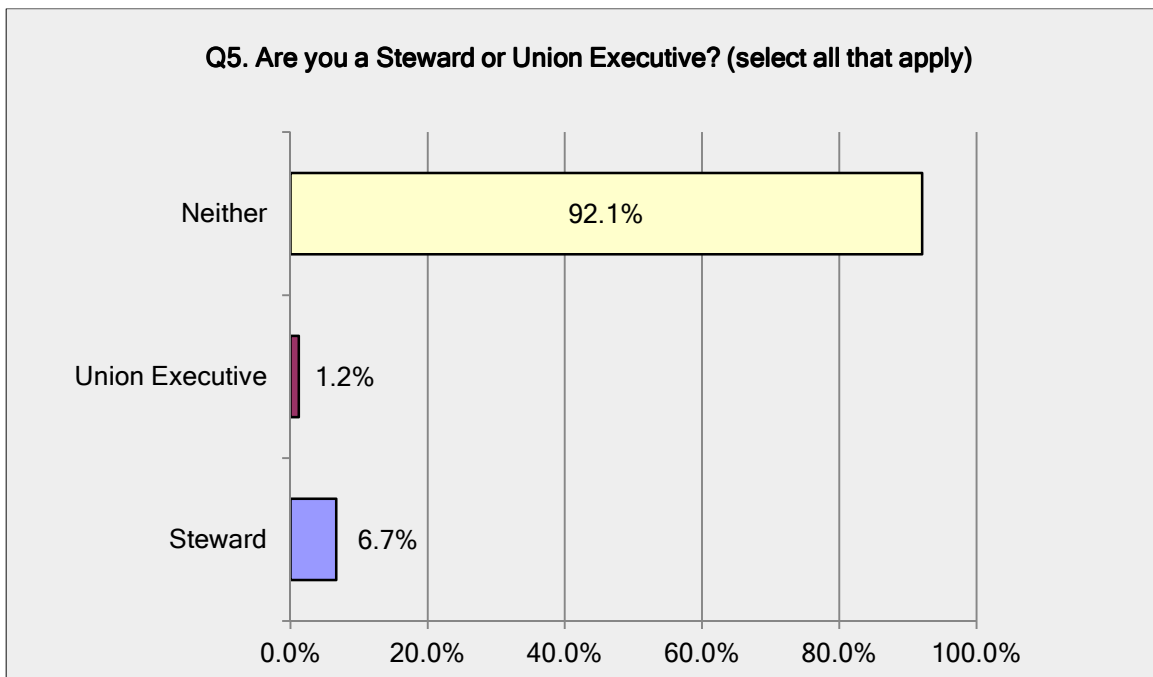
Appendix E: Component 12 MCFD Tables and Charts

Q4. Are you a Supervisor?		
Answer Options	Response Percent	Response Count
Yes	23.2%	59
No	76.8%	195
<i>answered question</i>		254
<i>skipped question</i>		0



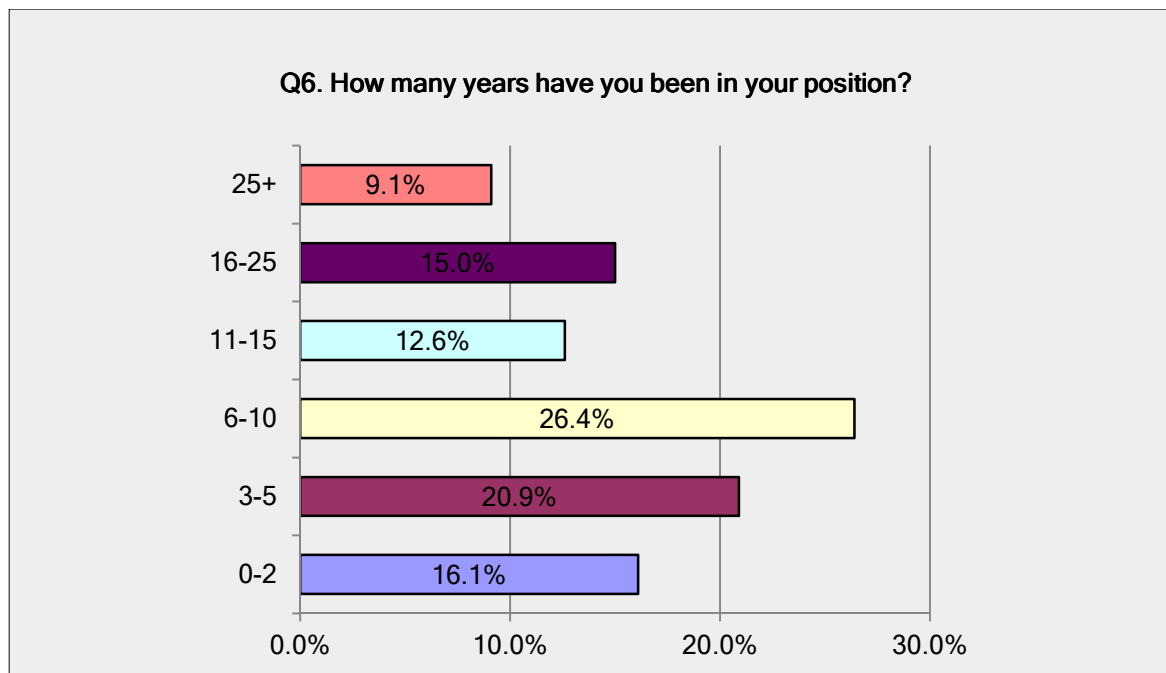
Appendix E: Component 12 MCFD Tables and Charts

Q5. Are you a Steward or Union Executive? (select all that apply)		
Answer Options	Response Percent	Response Count
Steward	6.7%	17
Union Executive	1.2%	3
Neither	92.1%	234
If you are a Union Executive, please specify your position		4
<i>answered question</i>		254
<i>skipped question</i>		0



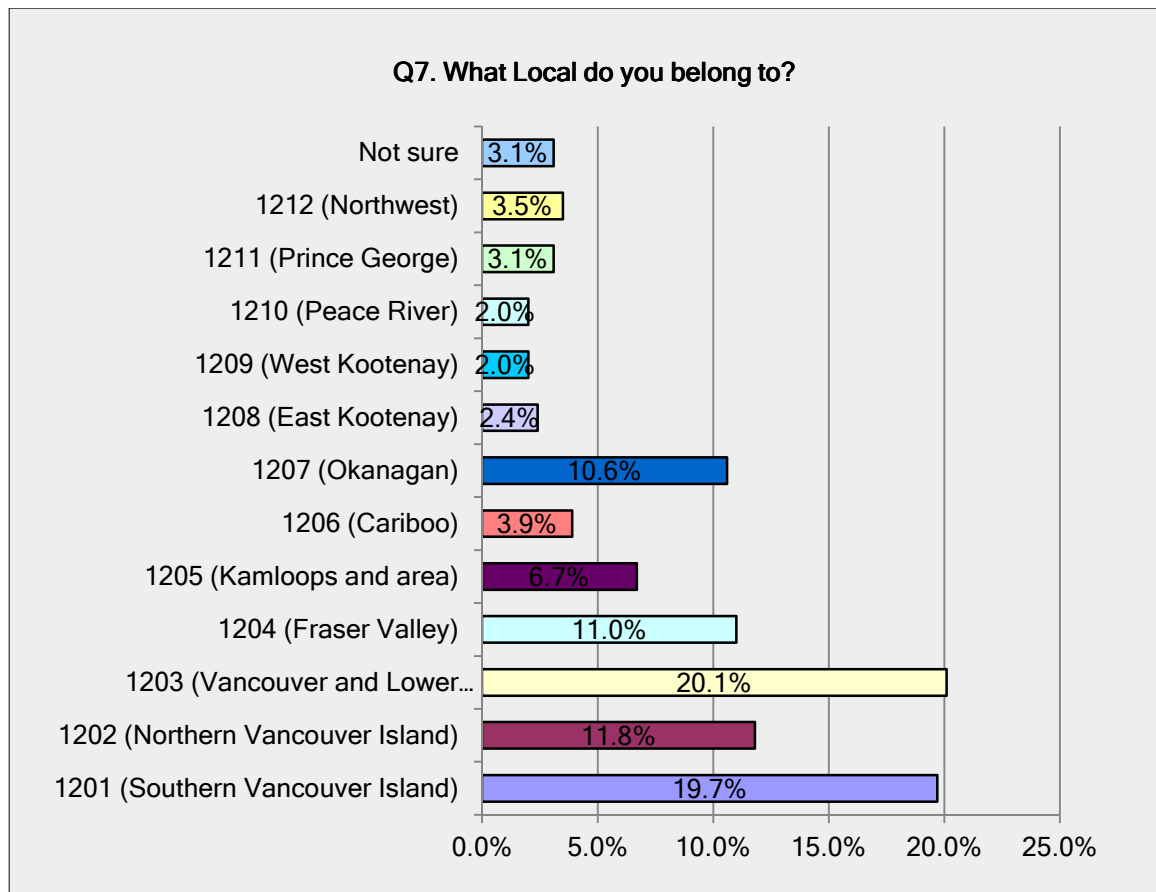
Appendix E: Component 12 MCFD Tables and Charts

Q6. How many years have you been in your position?		
Answer Options	Response Percent	Response Count
0-2	16.1%	41
3-5	20.9%	53
6-10	26.4%	67
11-15	12.6%	32
16-25	15.0%	38
25+	9.1%	23
<i>answered question</i>		254
<i>skipped question</i>		0



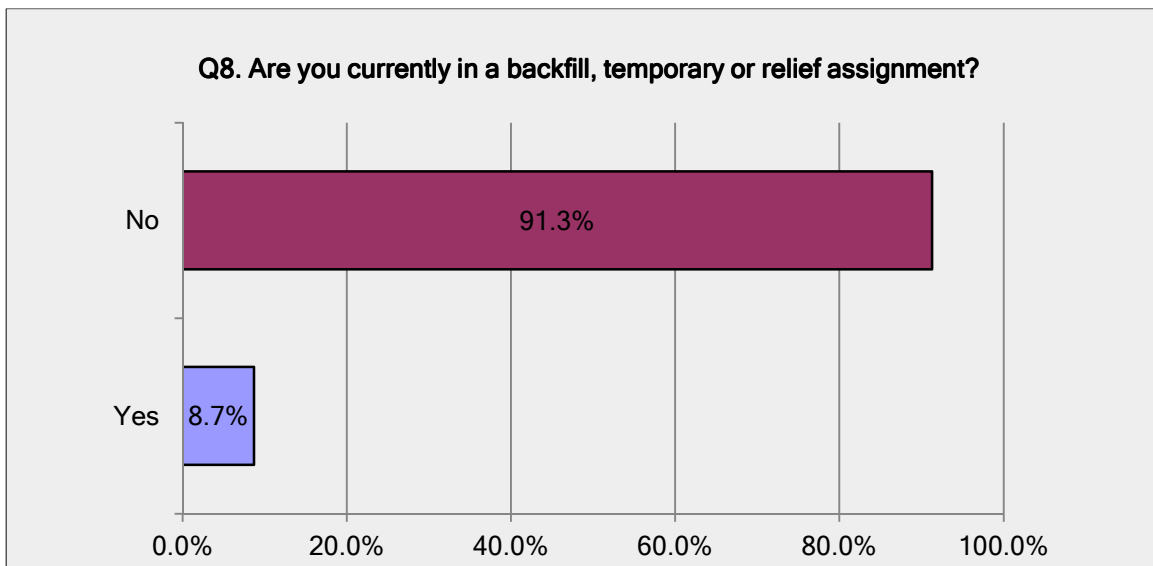
Appendix E: Component 12 MCFD Tables and Charts

Q7. What Local do you belong to?		
Answer Options	Response Percent	Response Count
1201 (Southern Vancouver Island)	19.7%	50
1202 (Northern Vancouver Island)	11.8%	30
1203 (Vancouver and Lower Mainland)	20.1%	51
1204 (Fraser Valley)	11.0%	28
1205 (Kamloops and area)	6.7%	17
1206 (Cariboo)	3.9%	10
1207 (Okanagan)	10.6%	27
1208 (East Kootenay)	2.4%	6
1209 (West Kootenay)	2.0%	5
1210 (Peace River)	2.0%	5
1211 (Prince George)	3.1%	8
1212 (Northwest)	3.5%	9
Not sure	3.1%	8
<i>answered question</i>		254
<i>skipped question</i>		0



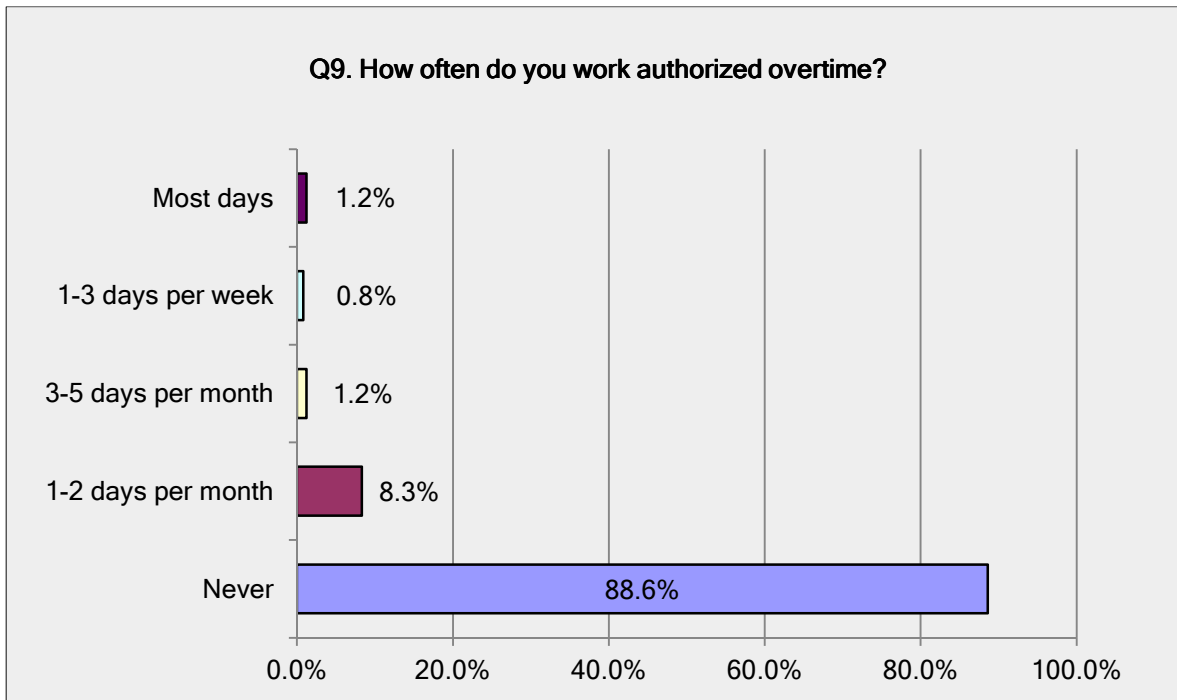
Appendix E: Component 12 MCFD Tables and Charts

Q8. Are you currently in a backfill, temporary or relief assignment?		
Answer Options	Response Percent	Response Count
Yes	8.7%	22
No	91.3%	232
<i>answered question</i>		254
<i>skipped question</i>		0



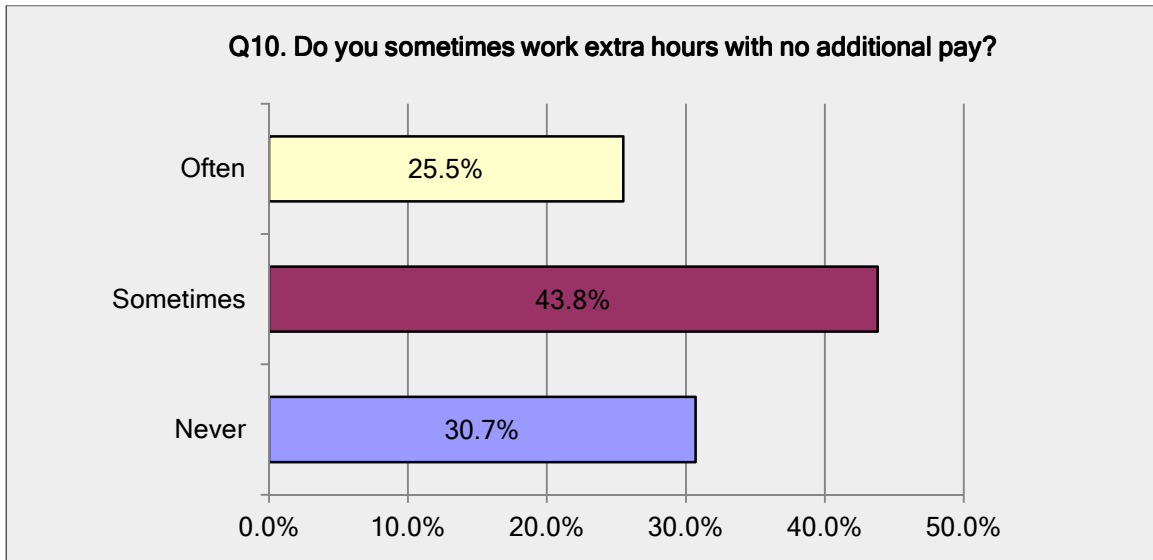
Appendix E: Component 12 MCFD Tables and Charts

Q9. How often do you work authorized overtime?		
Answer Options	Response Percent	Response Count
Never	88.6%	225
1-2 days per month	8.3%	21
3-5 days per month	1.2%	3
1-3 days per week	0.8%	2
Most days	1.2%	3
<i>answered question</i>		254
<i>skipped question</i>		0



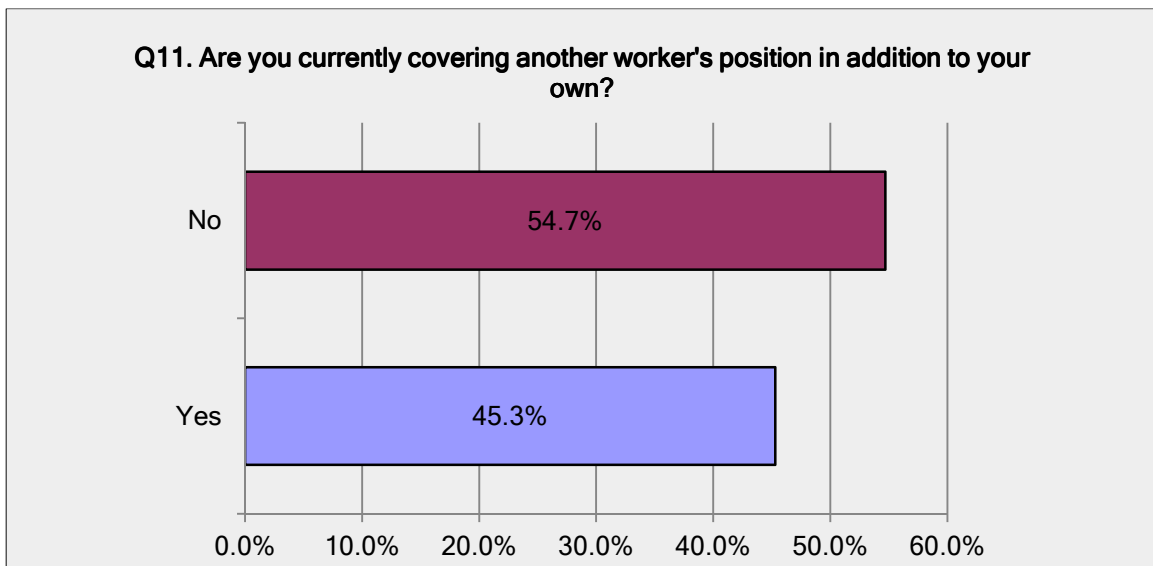
Appendix E: Component 12 MCFD Tables and Charts

Q10. Do you sometimes work extra hours with no additional pay?		
Answer Options	Response Percent	Response Count
Never	30.7%	77
Sometimes	43.8%	110
Often	25.5%	64
<i>answered question</i>		251
<i>skipped question</i>		3



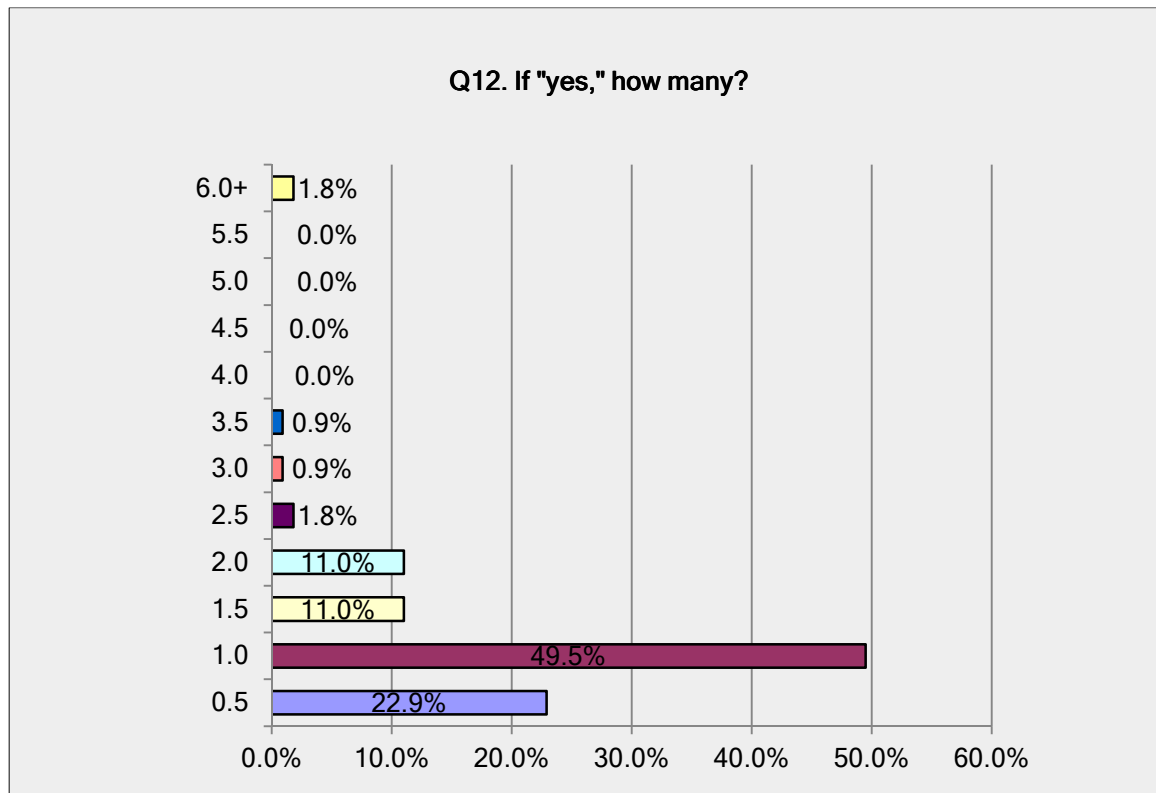
Appendix E: Component 12 MCFD Tables and Charts

Q11. Are you currently covering another worker's position in addition to your own?		
Answer Options	Response Percent	Response Count
Yes	45.3%	115
No	54.7%	139
<i>answered question</i>		254
<i>skipped question</i>		0



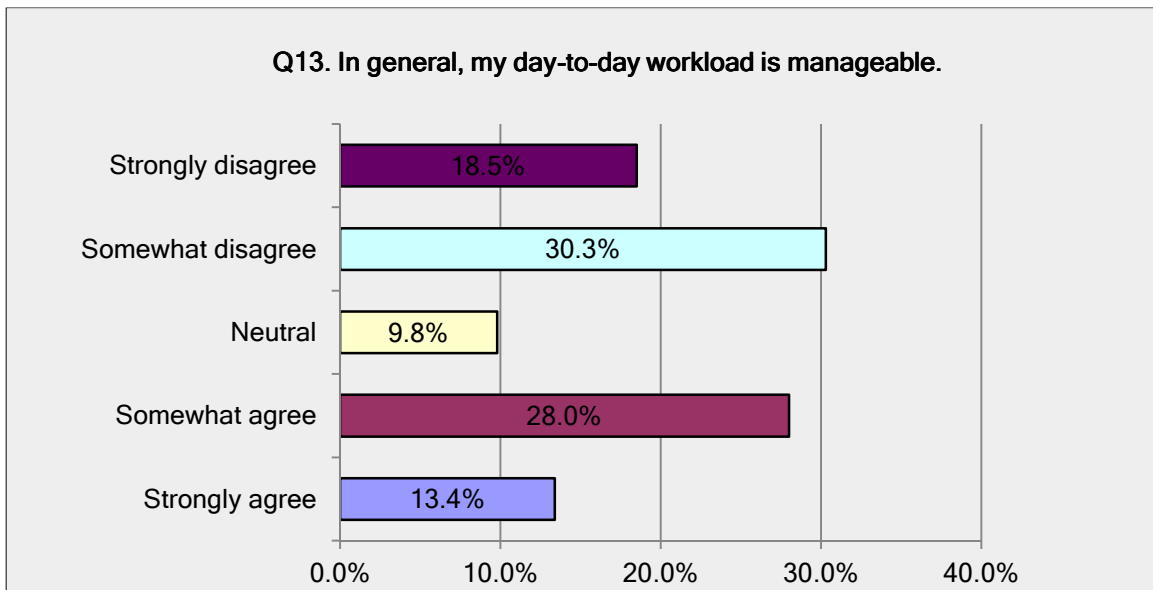
Appendix E: Component 12 MCFD Tables and Charts

Q12. If "yes," how many?		
Answer Options	Response Percent	Response Count
0.5	22.9%	25
1.0	49.5%	54
1.5	11.0%	12
2.0	11.0%	12
2.5	1.8%	2
3.0	0.9%	1
3.5	0.9%	1
4.0	0.0%	0
4.5	0.0%	0
5.0	0.0%	0
5.5	0.0%	0
6.0+	1.8%	2
Comments (optional)		63
<i>answered question</i>		109
<i>skipped question</i>		145



Appendix E: Component 12 MCFD Tables and Charts

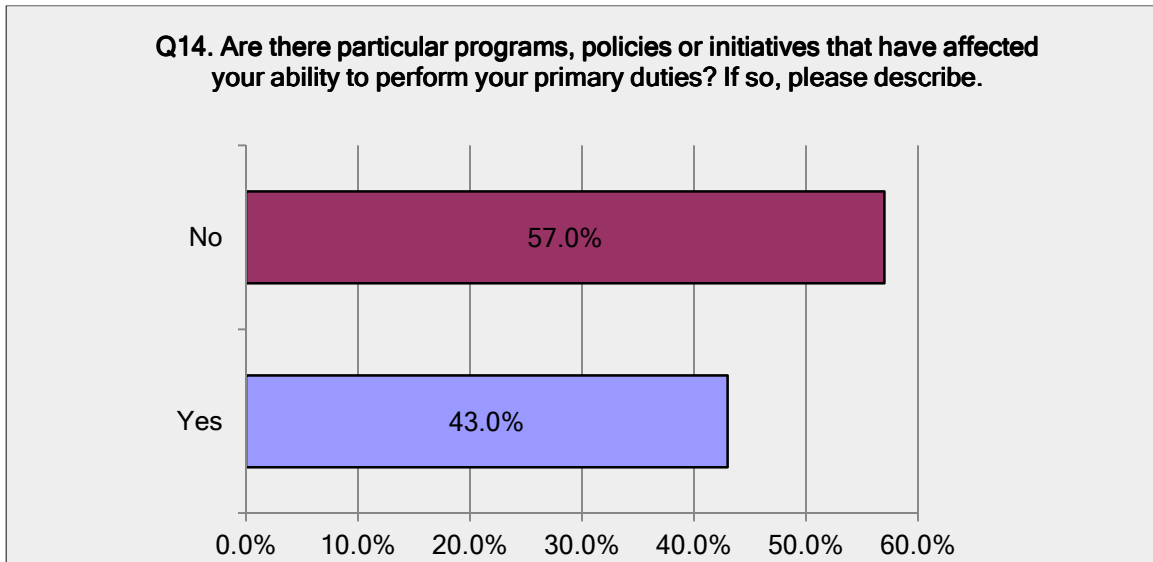
Q13. In general, my day-to-day workload is manageable.		
Answer Options	Response Percent	Response Count
Strongly agree	13.4%	34
Somewhat agree	28.0%	71
Neutral	9.8%	25
Somewhat disagree	30.3%	77
Strongly disagree	18.5%	47
Comments (optional)		64
<i>answered question</i>		254
<i>skipped question</i>		0



Appendix E: Component 12 MCFD Tables and Charts

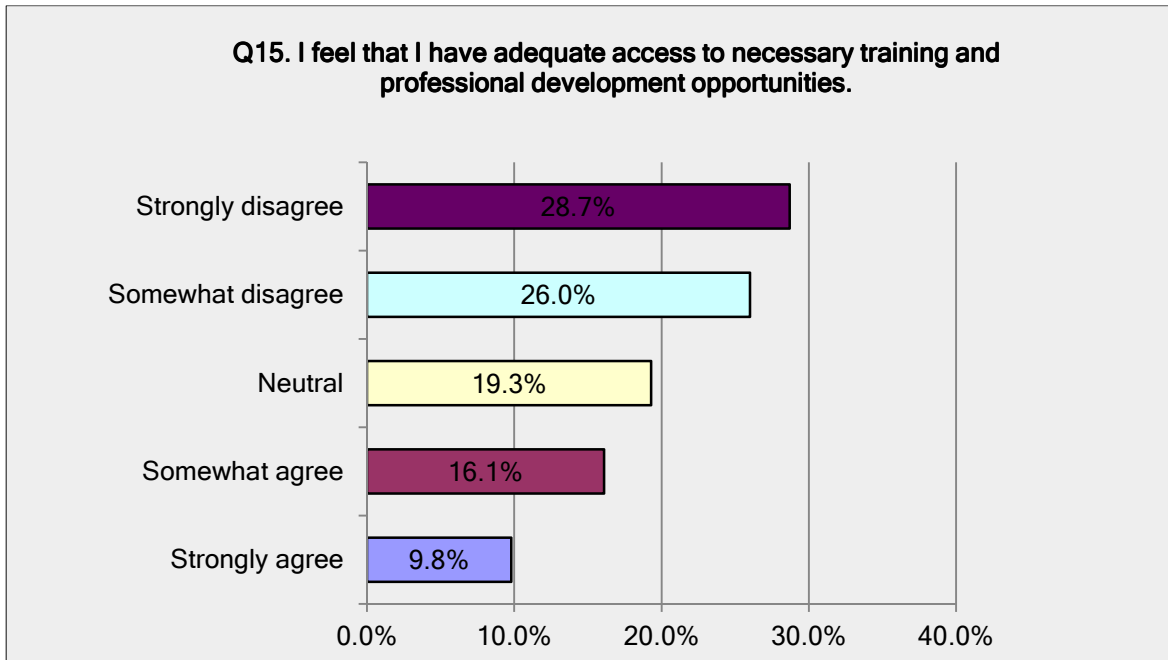
Q14. Are there particular programs, policies or initiatives that have affected your ability to perform your primary duties? If so, please describe.

Answer Options	Response Percent	Response Count
Yes	43.0%	101
No	57.0%	134
Comments		103
<i>answered question</i>		235
<i>skipped question</i>		19



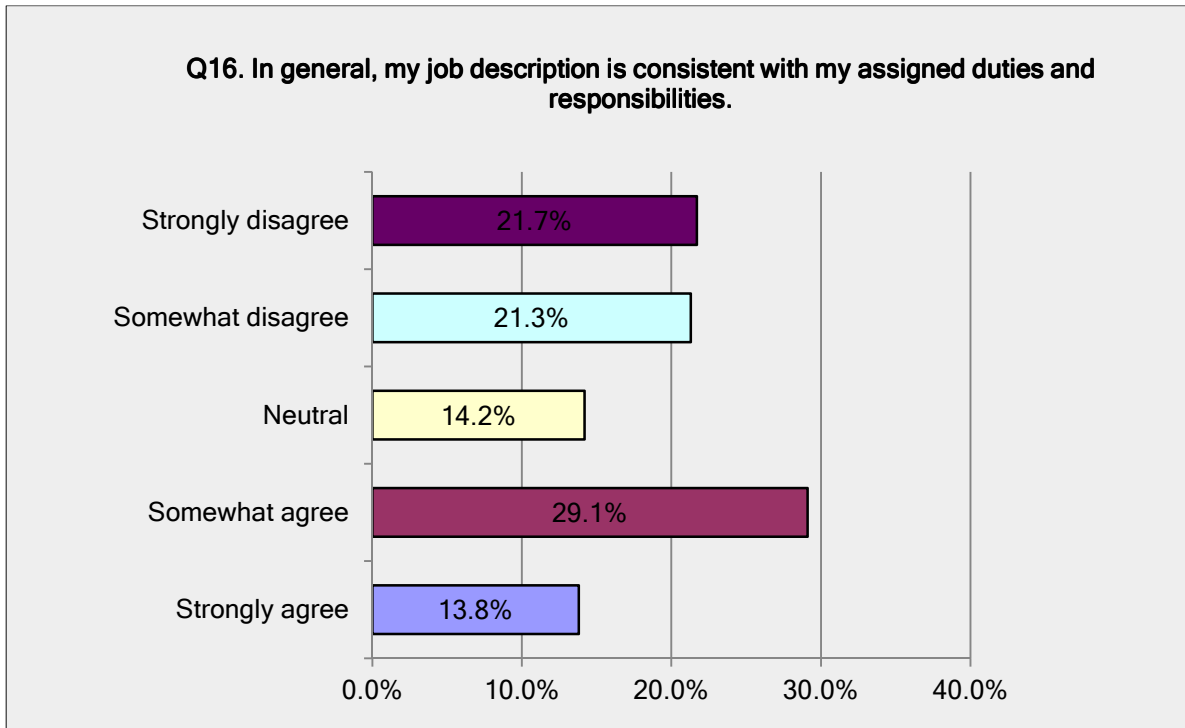
Appendix E: Component 12 MCFD Tables and Charts

Q15. I feel that I have adequate access to necessary training and professional development opportunities.		
Answer Options	Response Percent	Response Count
Strongly agree	9.8%	25
Somewhat agree	16.1%	41
Neutral	19.3%	49
Somewhat disagree	26.0%	66
Strongly disagree	28.7%	73
Comments (optional)		84
<i>answered question</i>		254
<i>skipped question</i>		0



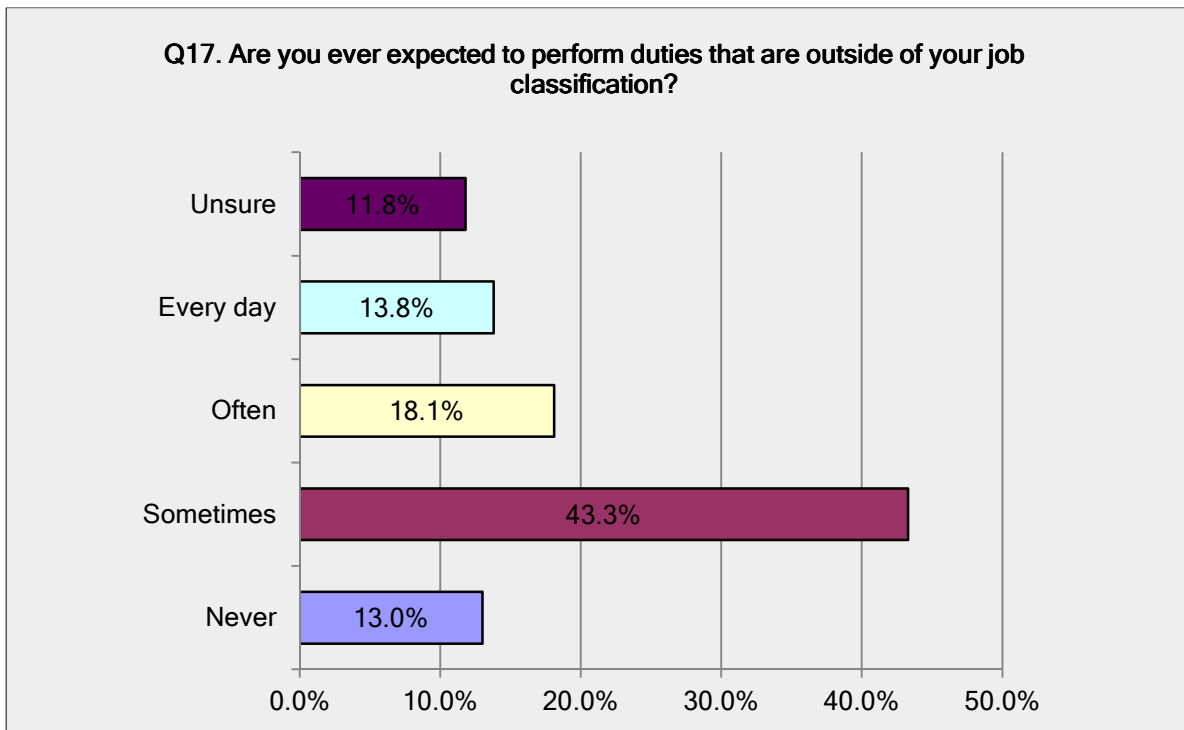
Appendix E: Component 12 MCFD Tables and Charts

Q16. In general, my job description is consistent with my assigned duties and responsibilities.		
Answer Options	Response Percent	Response Count
Strongly agree	13.8%	35
Somewhat agree	29.1%	74
Neutral	14.2%	36
Somewhat disagree	21.3%	54
Strongly disagree	21.7%	55
Comments (optional)		65
<i>answered question</i>		254
<i>skipped question</i>		0



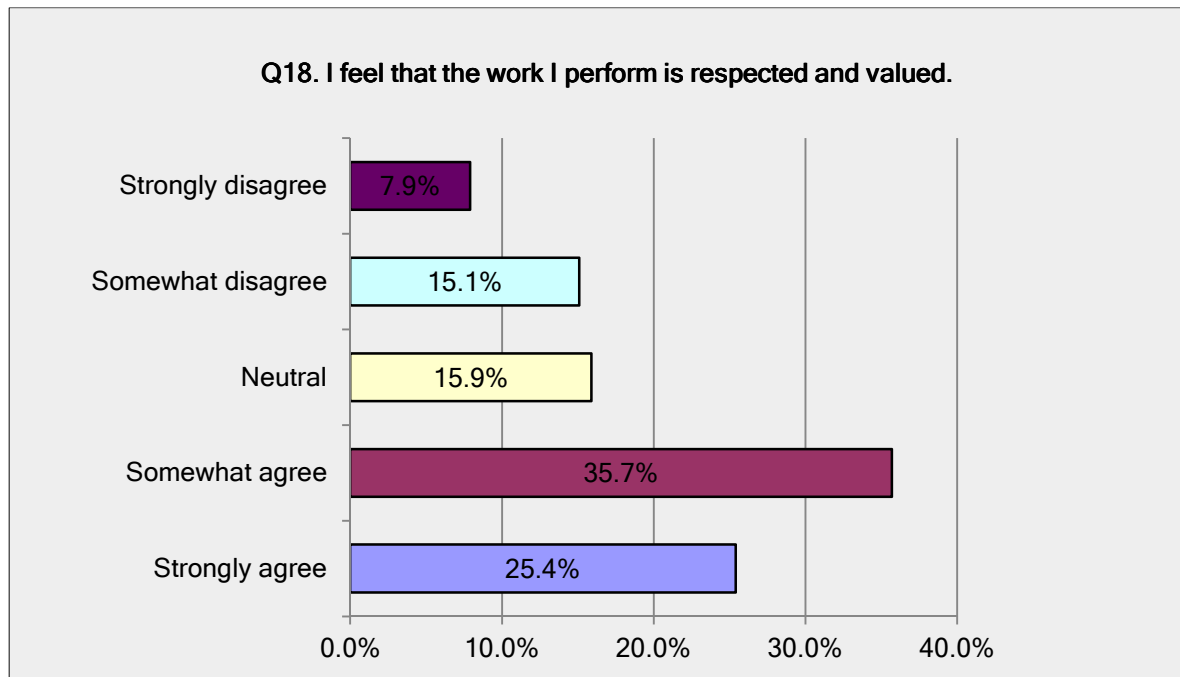
Appendix E: Component 12 MCFD Tables and Charts

Q17. Are you ever expected to perform duties that are outside of your job classification?		
Answer Options	Response Percent	Response Count
Never	13.0%	33
Sometimes	43.3%	110
Often	18.1%	46
Every day	13.8%	35
Unsure	11.8%	30
Comments (optional)		48
<i>answered question</i>		254
<i>skipped question</i>		0



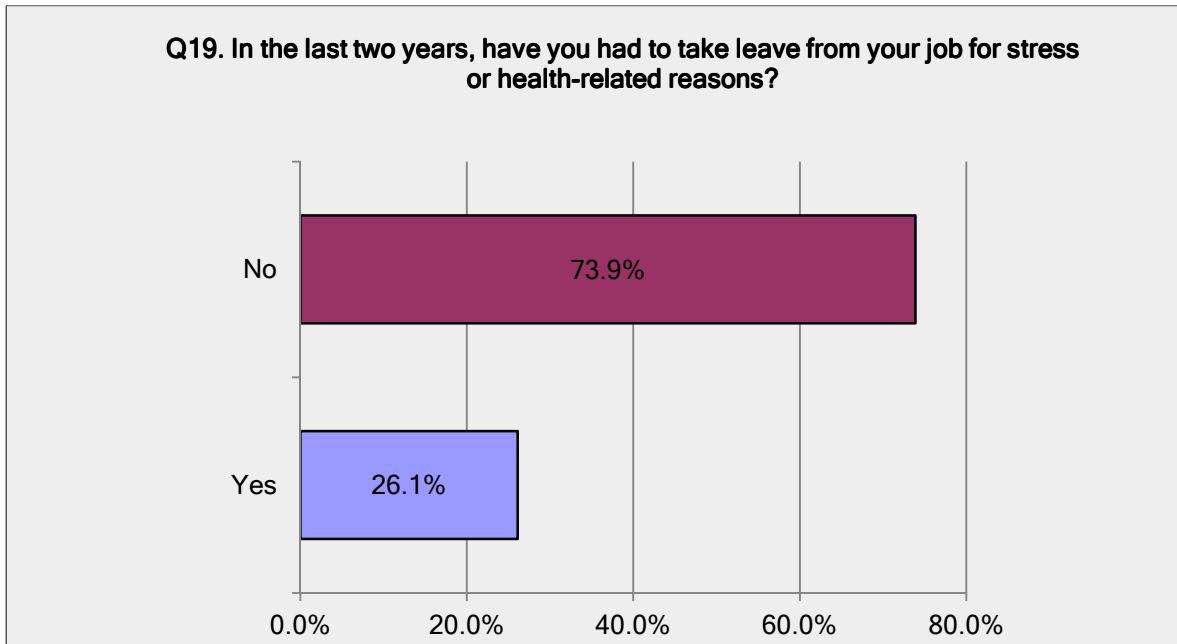
Appendix E: Component 12 MCFD Tables and Charts

Q18. I feel that the work I perform is respected and valued.		
Answer Options	Response Percent	Response Count
Strongly agree	25.4%	64
Somewhat agree	35.7%	90
Neutral	15.9%	40
Somewhat disagree	15.1%	38
Strongly disagree	7.9%	20
Comments (optional)		59
<i>answered question</i>		252
<i>skipped question</i>		2



Appendix E: Component 12 MCFD Tables and Charts

Q19. In the last two years, have you had to take leave from your job for stress or health-related reasons?		
Answer Options	Response Percent	Response Count
Yes	26.1%	66
No	73.9%	187
Comments (optional)		55
<i>answered question</i>		253
<i>skipped question</i>		1

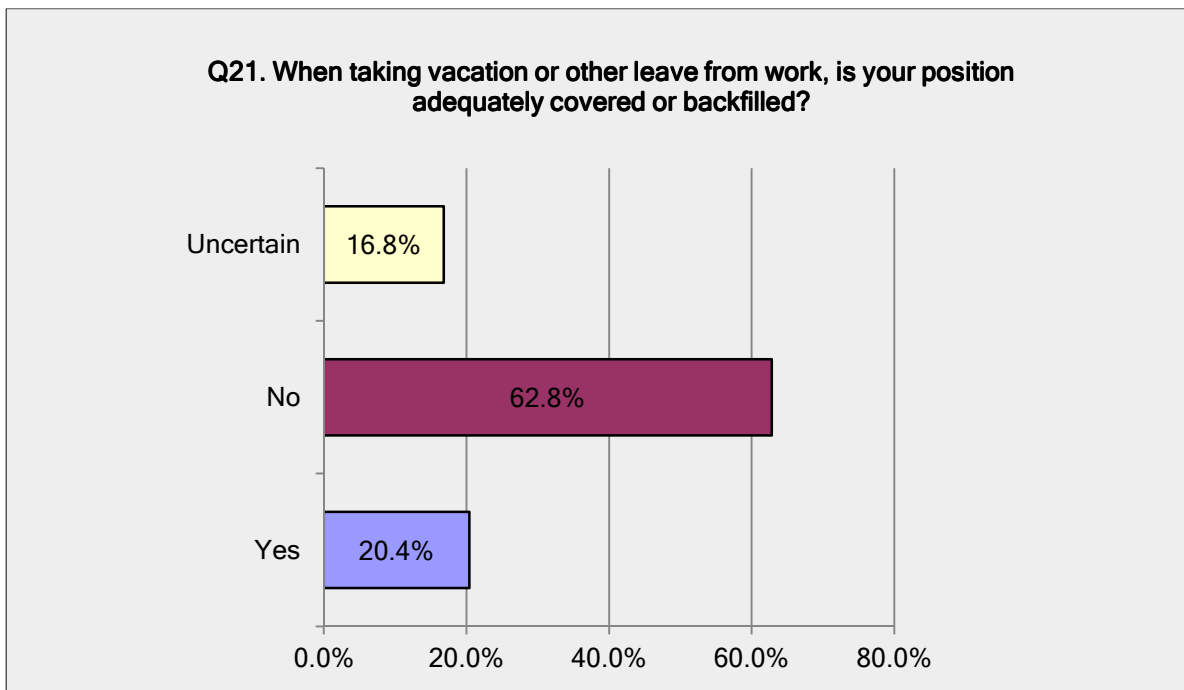


Appendix E: Component 12 MCFD Tables and Charts

Q20. Are there any health and safety-related concerns that regularly affect you in the workplace:	
Answer Options	Response Count
Written	135
<i>answered question</i>	135
<i>skipped question</i>	119

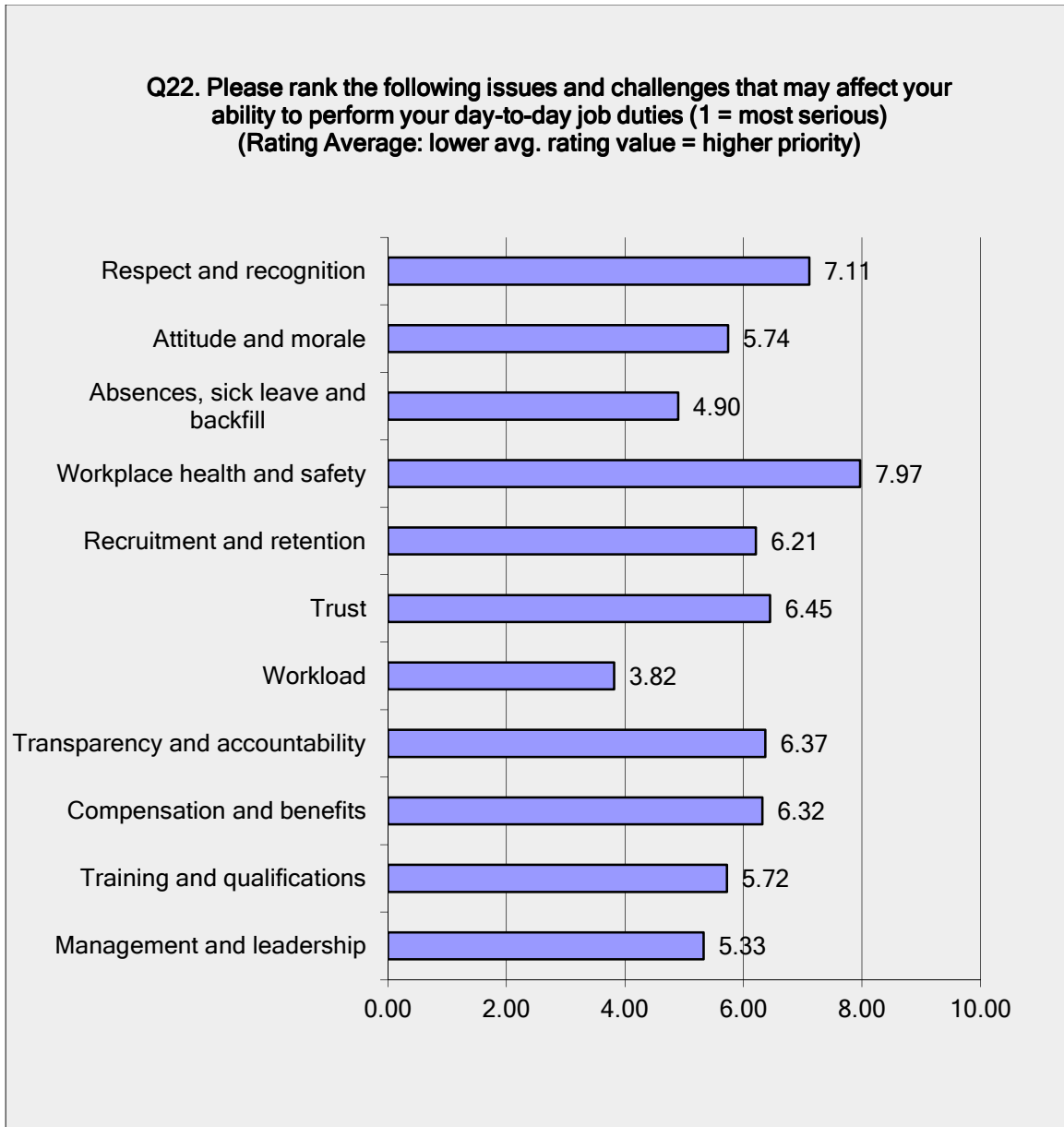
Appendix E: Component 12 MCFD Tables and Charts

Q21. When taking vacation or other leave from work, is your position adequately covered or backfilled?		
Answer Options	Response Percent	Response Count
Yes	20.4%	51
No	62.8%	157
Uncertain	16.8%	42
Comments (optional)		89
<i>answered question</i>		250
<i>skipped question</i>		4



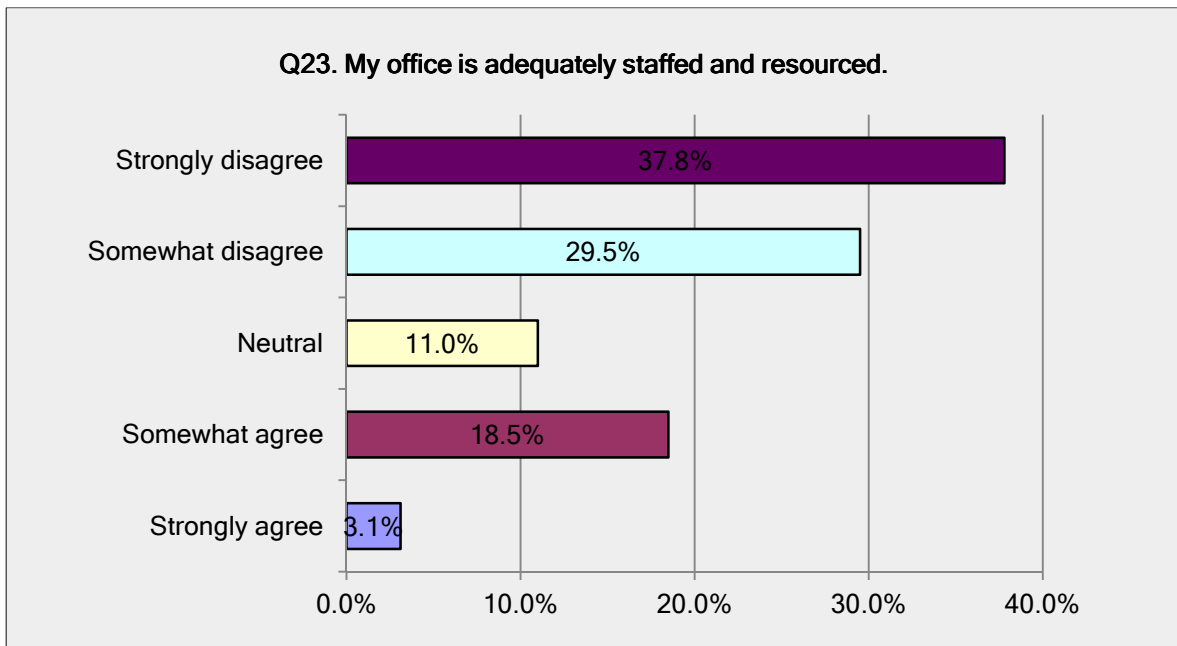
Appendix E: Component 12 MCFD Tables and Charts

Q22. Please rank the following issues and challenges that may affect your ability to perform your day-to-day job duties (1 = most serious)													
Answer Options	1	2	3	4	5	6	7	8	9	10	11	Rating Average	Response Count
Management and leadership	30	29	19	29	29	19	17	18	18	11	20	5.33	239
Training and qualifications	17	21	26	30	25	21	27	22	20	15	15	5.72	239
Compensation and benefits	19	23	24	20	16	14	21	20	23	34	25	6.32	239
Transparency and accountability	7	14	13	28	26	33	30	31	26	19	11	6.37	238
Workload	80	32	25	12	19	22	15	11	8	10	5	3.82	239
Trust	5	15	19	23	26	25	36	30	27	20	13	6.45	239
Recruitment and retention	12	26	26	21	18	21	19	26	26	17	27	6.21	239
Workplace health and safety	4	7	7	8	16	19	25	34	36	43	40	7.97	239
Absences, sick leave and backfill	40	45	36	11	15	10	12	10	22	20	17	4.90	238
Attitude and morale	16	18	32	34	28	23	15	15	12	30	16	5.74	239
Respect and recognition	9	9	12	23	21	32	22	22	21	20	48	7.11	239
												<i>answered question</i>	239
												<i>skipped question</i>	15



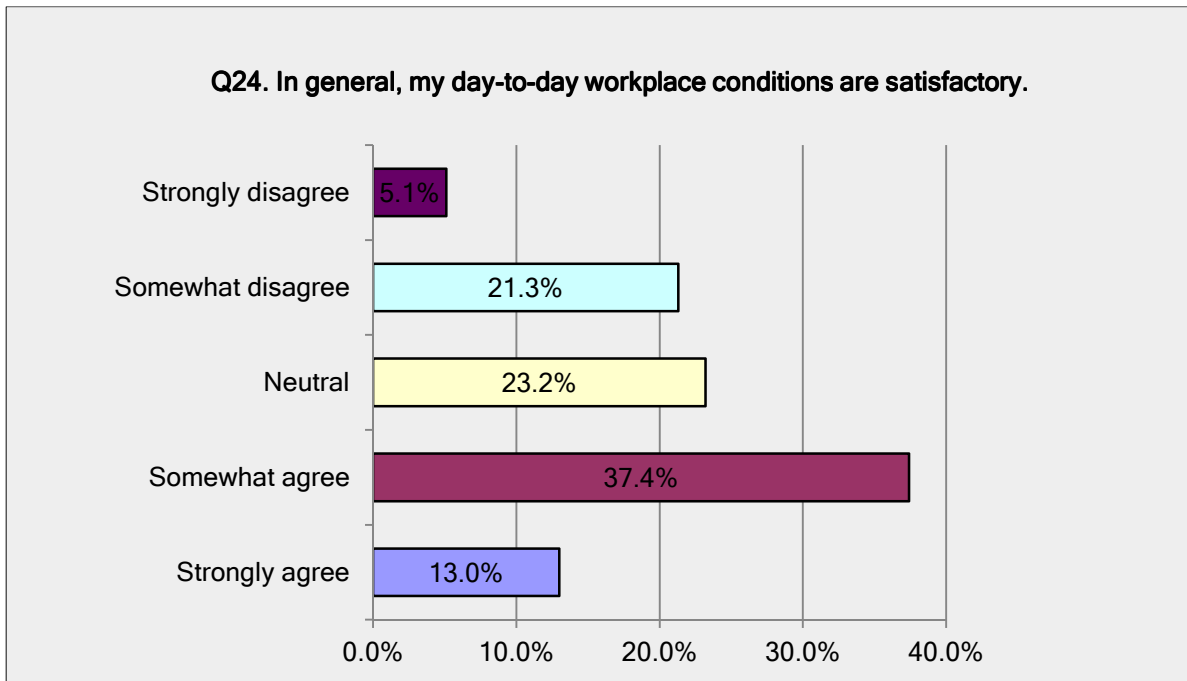
Appendix E: Component 12 MCFD Tables and Charts

Q23. My office is adequately staffed and resourced.		
Answer Options	Response Percent	Response Count
Strongly agree	3.1%	8
Somewhat agree	18.5%	47
Neutral	11.0%	28
Somewhat disagree	29.5%	75
Strongly disagree	37.8%	96
Comments (optional)		72
<i>answered question</i>		254
<i>skipped question</i>		0



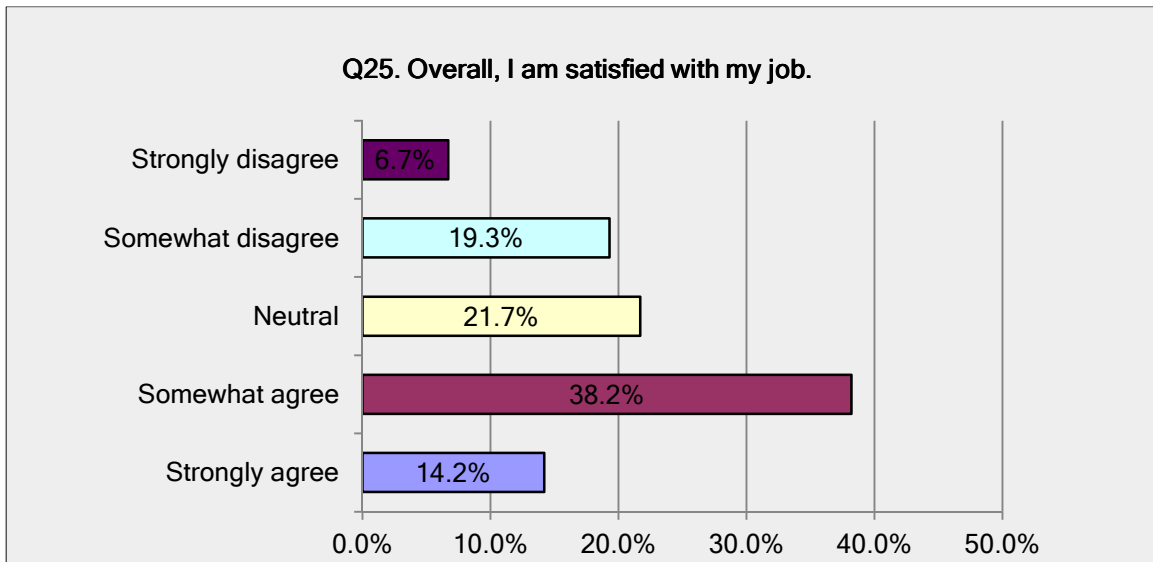
Appendix E: Component 12 MCFD Tables and Charts

Q24. In general, my day-to-day workplace conditions are satisfactory.		
Answer Options	Response Percent	Response Count
Strongly agree	13.0%	33
Somewhat agree	37.4%	95
Neutral	23.2%	59
Somewhat disagree	21.3%	54
Strongly disagree	5.1%	13
<i>answered question</i>		254
<i>skipped question</i>		0



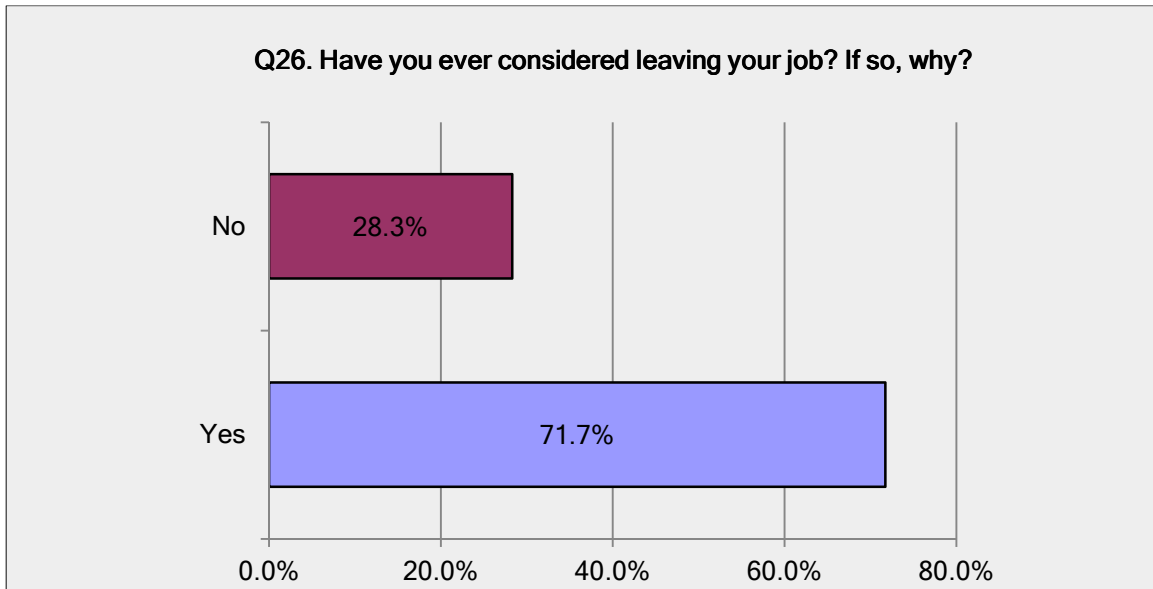
Appendix E: Component 12 MCFD Tables and Charts

Q25. Overall, I am satisfied with my job.		
Answer Options	Response Percent	Response Count
Strongly agree	14.2%	36
Somewhat agree	38.2%	97
Neutral	21.7%	55
Somewhat disagree	19.3%	49
Strongly disagree	6.7%	17
<i>answered question</i>		254
<i>skipped question</i>		0



Appendix E: Component 12 MCFD Tables and Charts

Q26. Have you ever considered leaving your job? If so, why?		
Answer Options	Response Percent	Response Count
Yes	71.7%	180
No	28.3%	71
Comments (optional)		173
<i>answered question</i>		251
<i>skipped question</i>		3

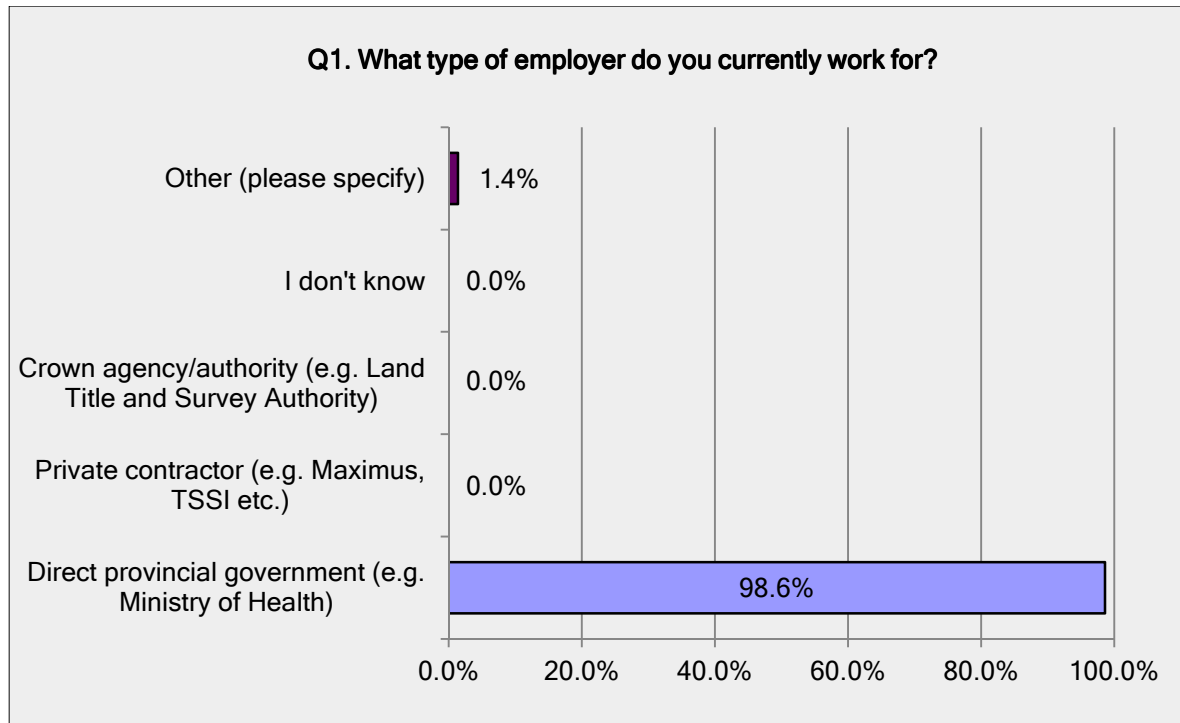


Appendix E: Component 12 MCFD Tables and Charts

Please provide any additional comments, concerns, or ways that the BCGEU can better support you in your work.	
Answer Options	Response Count
Written	97
<i>answered question</i>	97
<i>skipped question</i>	157

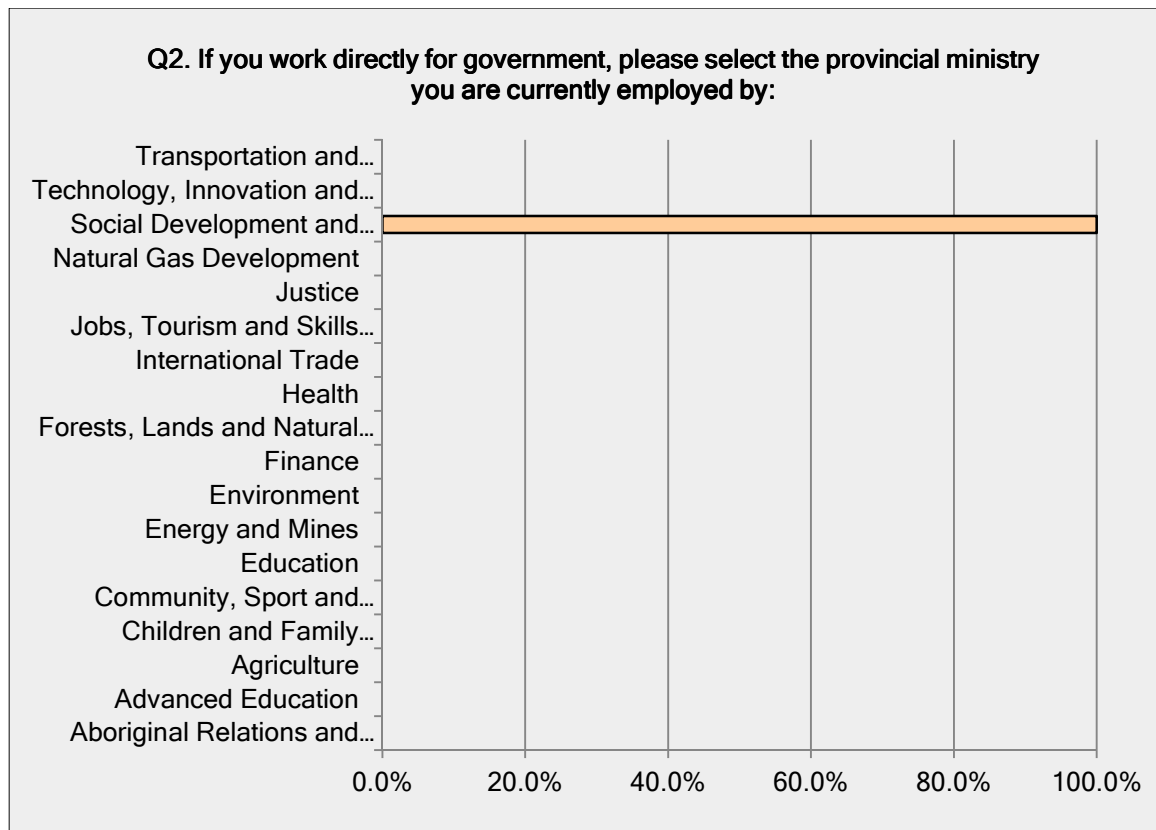
Appendix F: Component 12 MSDSI Tables and Charts

Q1. What type of employer do you currently work for?		
Answer Options	Response Percent	Response Count
Direct provincial government (e.g. Ministry of Health)	98.6%	141
Private contractor (e.g. Maximus, TSSI etc.)	0.0%	0
Crown agency/authority (e.g. Land Title and Survey Authority)	0.0%	0
I don't know	0.0%	0
Other (please specify)	1.4%	2
<i>answered question</i>		143
<i>skipped question</i>		0



Appendix F: Component 12 MSDSI Tables and Charts

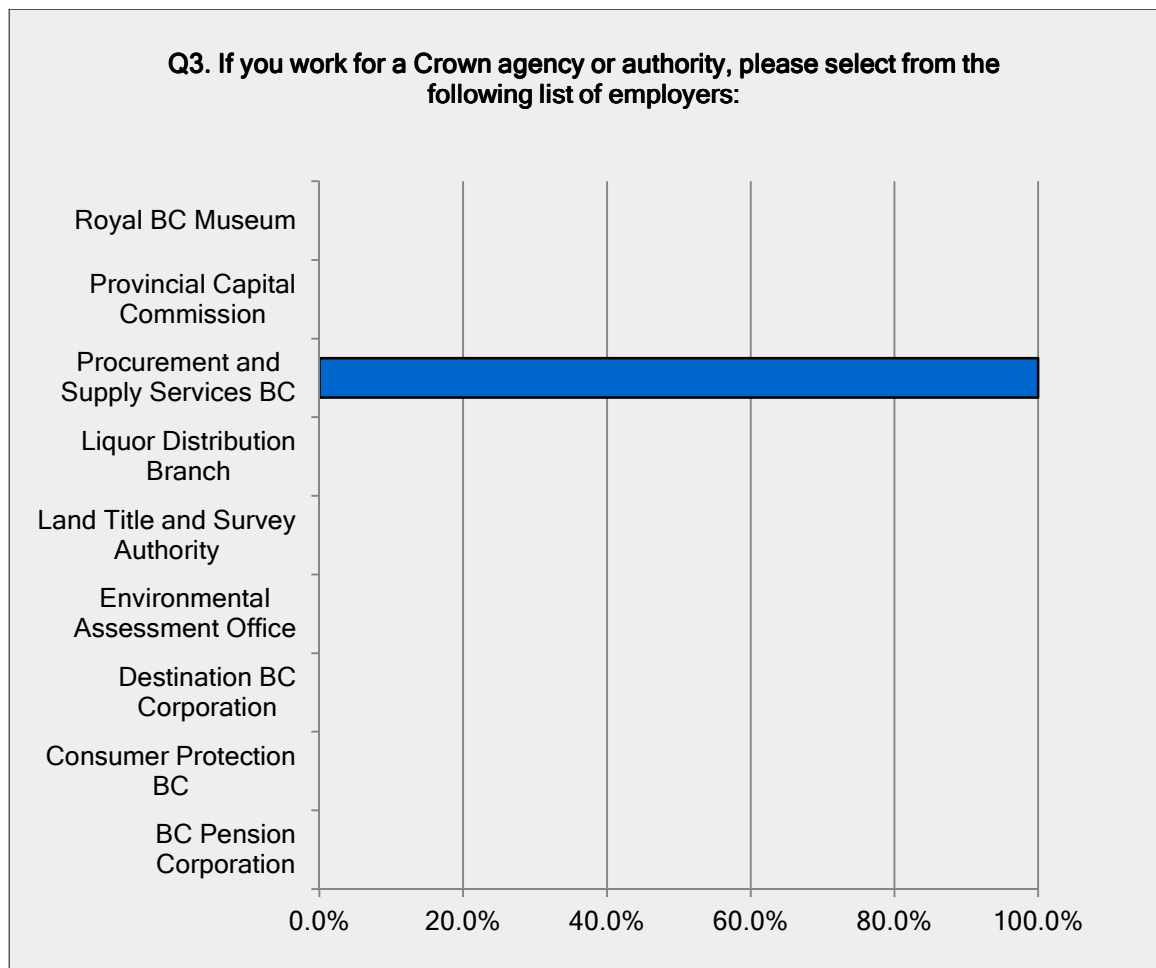
Q2. If you work directly for government, please select the provincial ministry you are currently employed by:		
Answer Options	Response Percent	Response Count
Aboriginal Relations and Reconciliation	0.0%	0
Advanced Education	0.0%	0
Agriculture	0.0%	0
Children and Family Development	0.0%	0
Community, Sport and Cultural Development	0.0%	0
Education	0.0%	0
Energy and Mines	0.0%	0
Environment	0.0%	0
Finance	0.0%	0
Forests, Lands and Natural Resource Operations	0.0%	0
Health	0.0%	0
International Trade	0.0%	0
Jobs, Tourism and Skills Training	0.0%	0
Justice	0.0%	0
Natural Gas Development	0.0%	0
Social Development and Social Innovation	100.0%	143
Technology, Innovation and Citizens' Services	0.0%	0
Transportation and Infrastructure	0.0%	0
<i>answered question</i>		143
<i>skipped question</i>		0



Appendix F: Component 12 MSDSI Tables and Charts

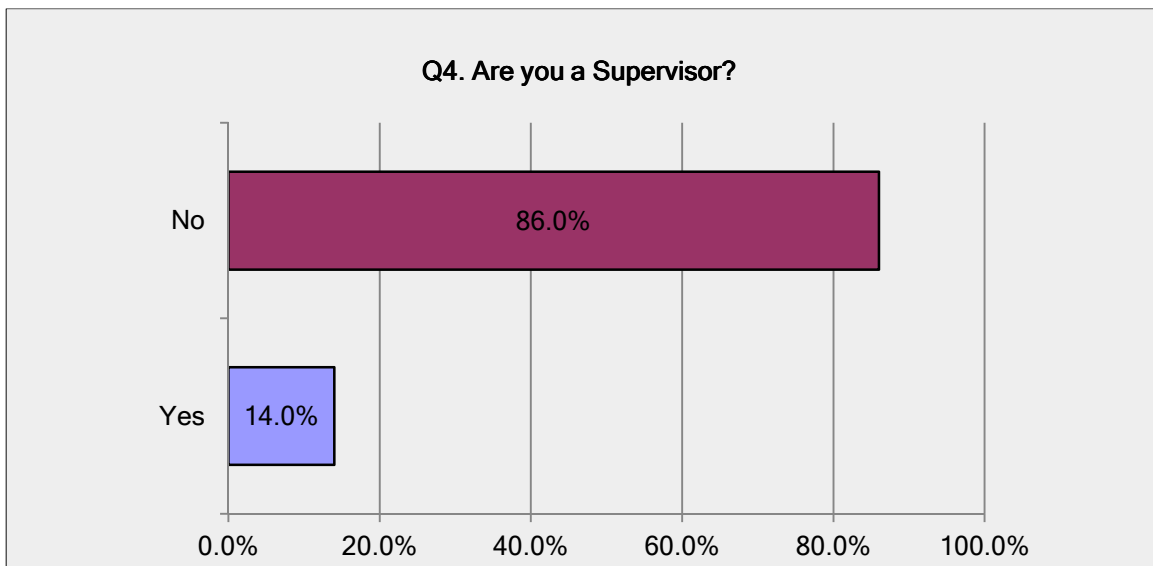
Q3. If you work for a Crown agency or authority, please select from the following list of employers:

Answer Options	Response Percent	Response Count
BC Pension Corporation	0.0%	0
Consumer Protection BC	0.0%	0
Destination BC Corporation	0.0%	0
Environmental Assessment Office	0.0%	0
Land Title and Survey Authority	0.0%	0
Liquor Distribution Branch	0.0%	0
Procurement and Supply Services BC	100.0%	1
Provincial Capital Commission	0.0%	0
Royal BC Museum	0.0%	0
Other (please specify)		1
<i>answered question</i>		1
<i>skipped question</i>		142



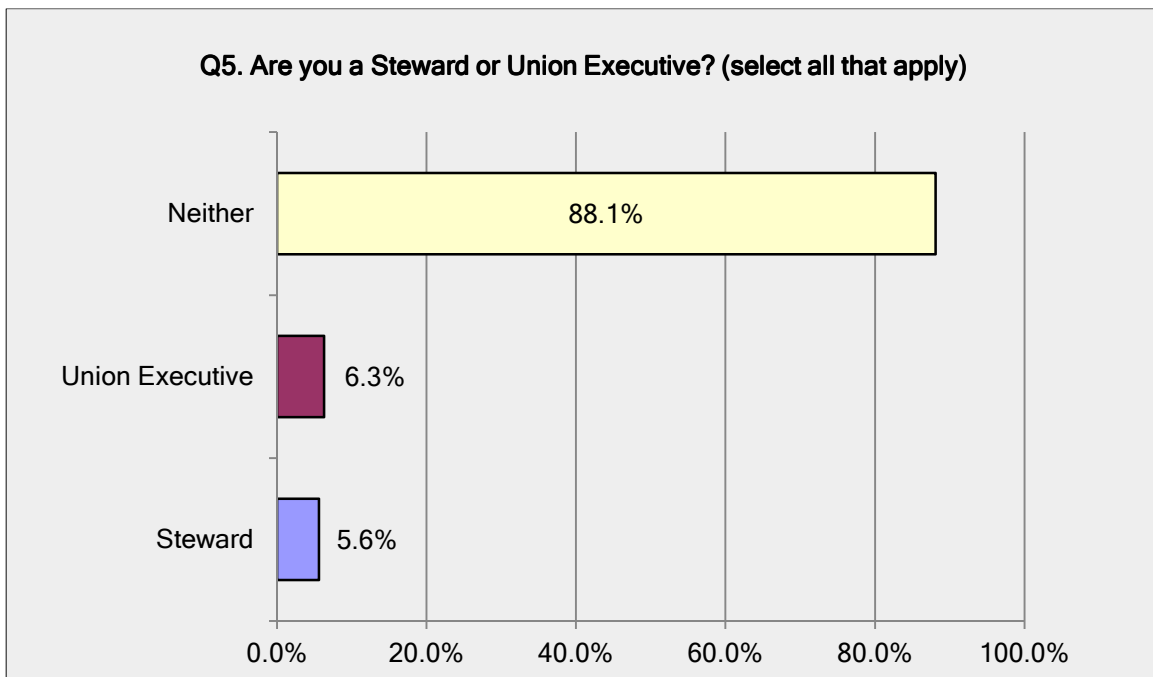
Appendix F: Component 12 MSDSI Tables and Charts

Q4. Are you a Supervisor?		
Answer Options	Response Percent	Response Count
Yes	14.0%	20
No	86.0%	123
<i>answered question</i>		143
<i>skipped question</i>		0



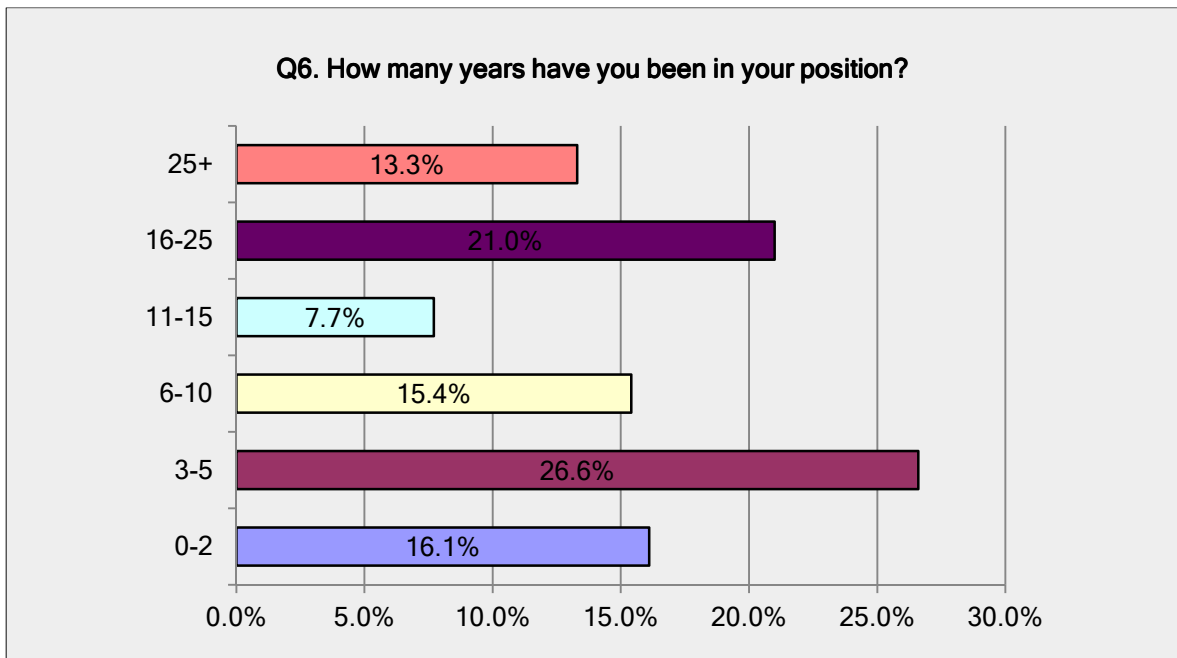
Appendix F: Component 12 MSDSI Tables and Charts

Q5. Are you a Steward or Union Executive? (select all that apply)		
Answer Options	Response Percent	Response Count
Steward	5.6%	8
Union Executive	6.3%	9
Neither	88.1%	126
If you are a Union Executive, please specify your position		11
<i>answered question</i>		143
<i>skipped question</i>		0



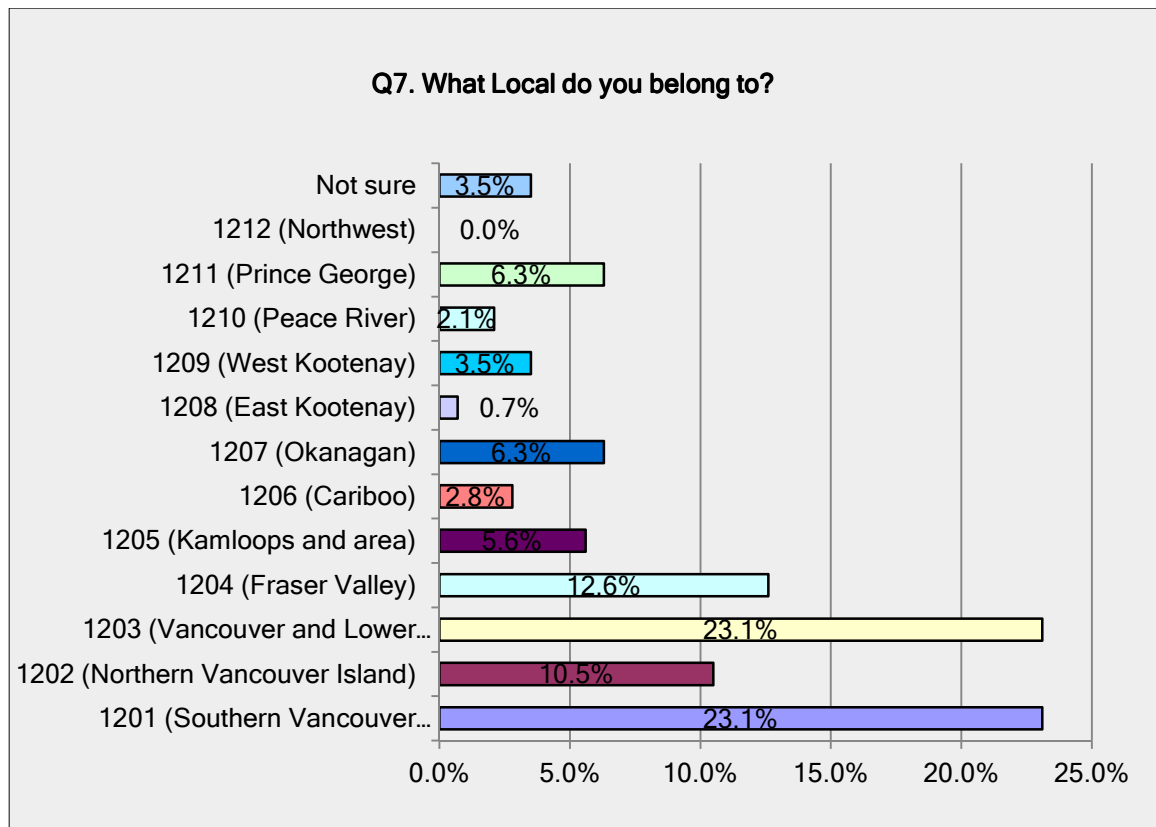
Appendix F: Component 12 MSDSI Tables and Charts

Q6. How many years have you been in your position?		
Answer Options	Response Percent	Response Count
0-2	16.1%	23
3-5	26.6%	38
6-10	15.4%	22
11-15	7.7%	11
16-25	21.0%	30
25+	13.3%	19
<i>answered question</i>		143
<i>skipped question</i>		0



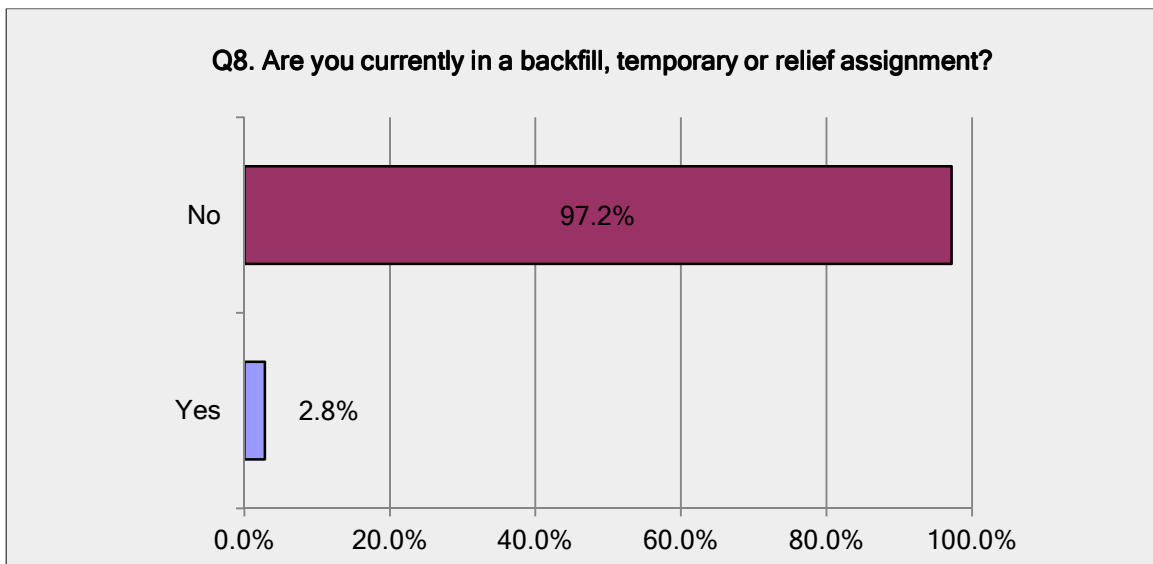
Appendix F: Component 12 MSDSI Tables and Charts

Q7. What Local do you belong to?		
Answer Options	Response Percent	Response Count
1201 (Southern Vancouver Island)	23.1%	33
1202 (Northern Vancouver Island)	10.5%	15
1203 (Vancouver and Lower Mainland)	23.1%	33
1204 (Fraser Valley)	12.6%	18
1205 (Kamloops and area)	5.6%	8
1206 (Cariboo)	2.8%	4
1207 (Okanagan)	6.3%	9
1208 (East Kootenay)	0.7%	1
1209 (West Kootenay)	3.5%	5
1210 (Peace River)	2.1%	3
1211 (Prince George)	6.3%	9
1212 (Northwest)	0.0%	0
Not sure	3.5%	5
<i>answered question</i>		143
<i>skipped question</i>		0



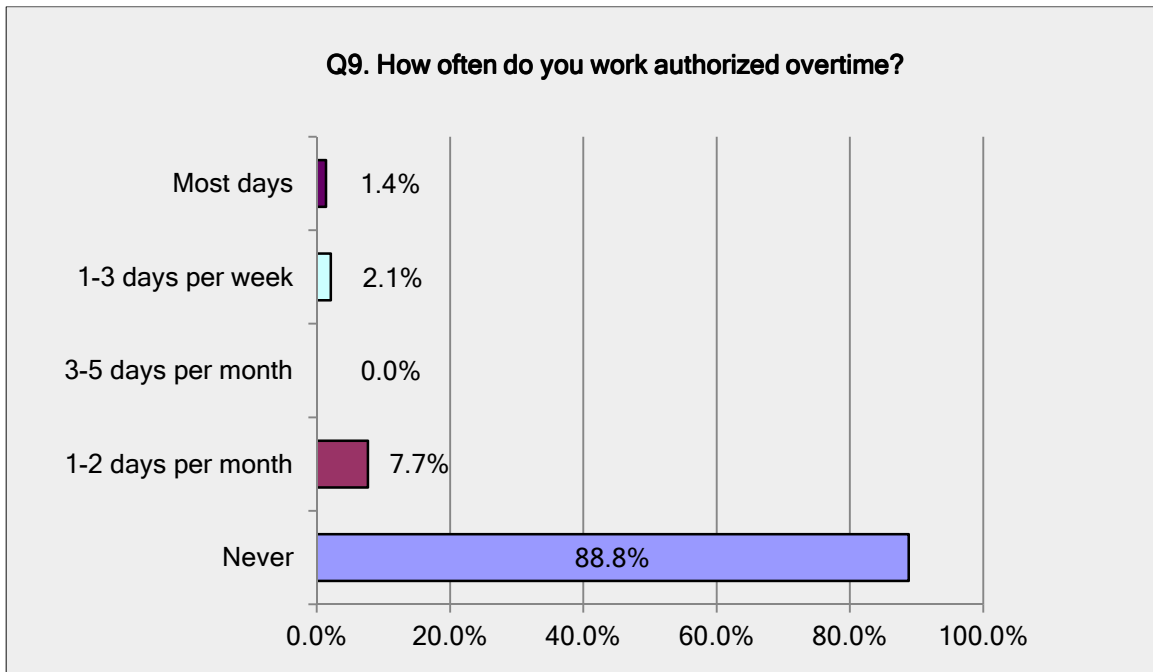
Appendix F: Component 12 MSDSI Tables and Charts

Q8. Are you currently in a backfill, temporary or relief assignment?		
Answer Options	Response Percent	Response Count
Yes	2.8%	4
No	97.2%	139
<i>answered question</i>		143
<i>skipped question</i>		0



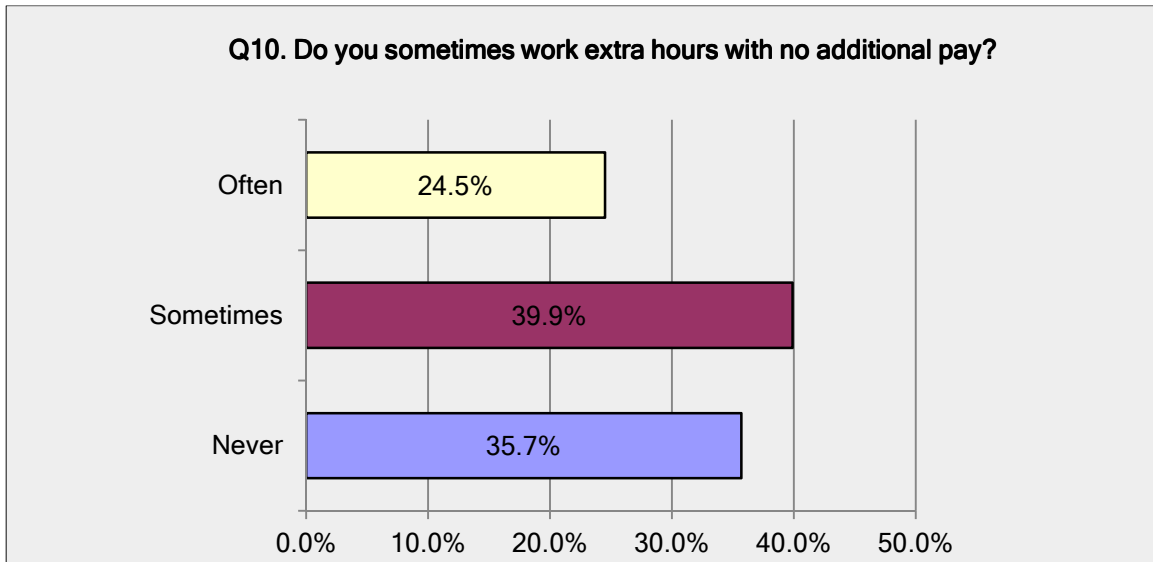
Appendix F: Component 12 MSDSI Tables and Charts

Q9. How often do you work authorized overtime?		
Answer Options	Response Percent	Response Count
Never	88.8%	127
1-2 days per month	7.7%	11
3-5 days per month	0.0%	0
1-3 days per week	2.1%	3
Most days	1.4%	2
<i>answered question</i>		143
<i>skipped question</i>		0



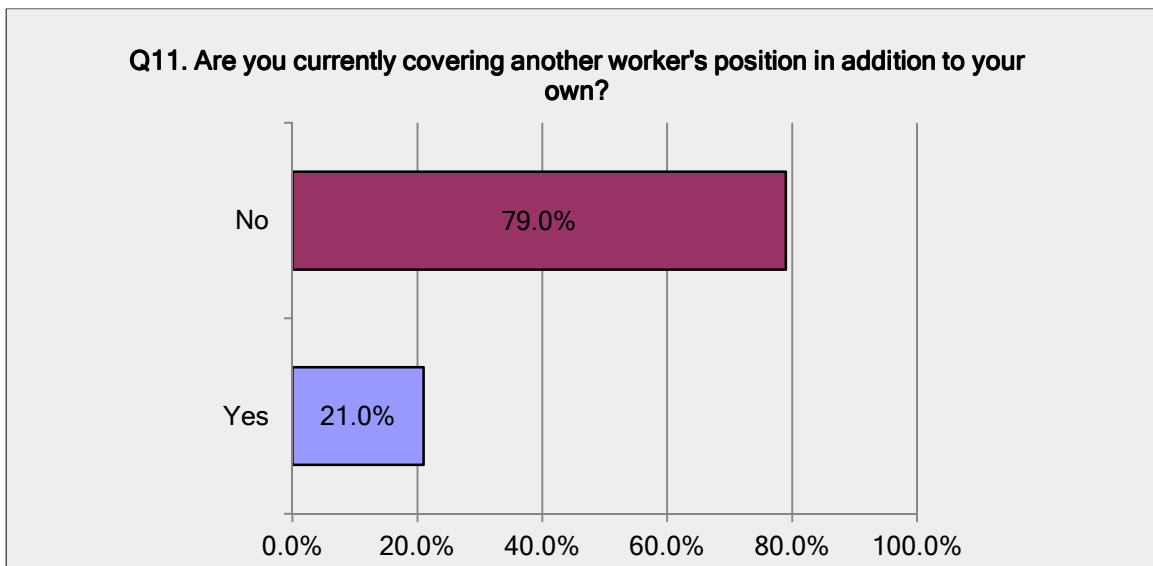
Appendix F: Component 12 MSDSI Tables and Charts

Q10. Do you sometimes work extra hours with no additional pay?		
Answer Options	Response Percent	Response Count
Never	35.7%	51
Sometimes	39.9%	57
Often	24.5%	35
<i>answered question</i>		143
<i>skipped question</i>		0



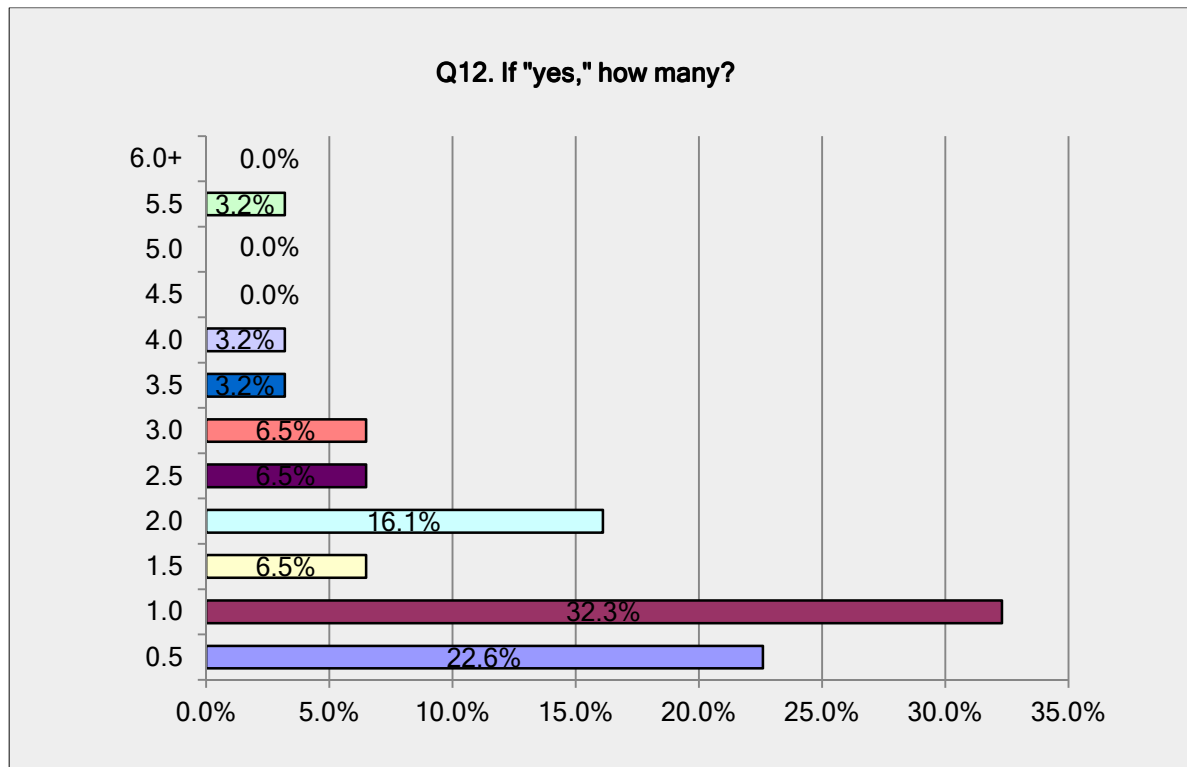
Appendix F: Component 12 MSDSI Tables and Charts

Q11. Are you currently covering another worker's position in addition to your own?		
Answer Options	Response Percent	Response Count
Yes	21.0%	30
No	79.0%	113
<i>answered question</i>		143
<i>skipped question</i>		0



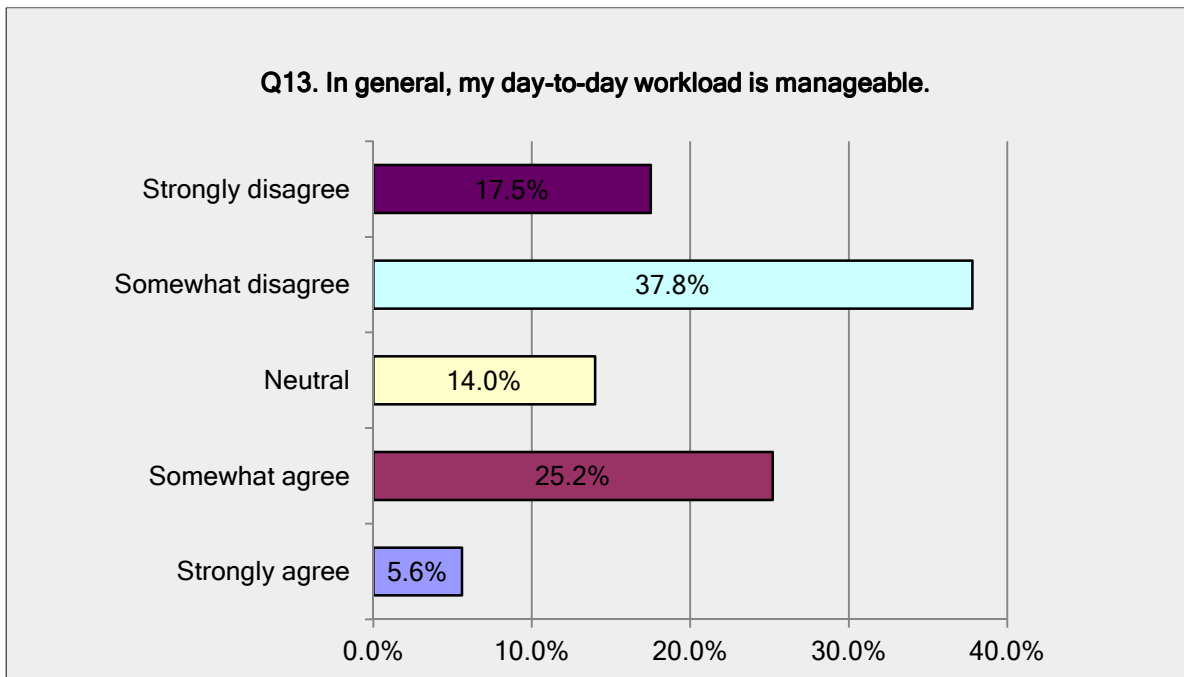
Appendix F: Component 12 MSDSI Tables and Charts

Q12. If "yes," how many?		
Answer Options	Response Percent	Response Count
0.5	22.6%	7
1.0	32.3%	10
1.5	6.5%	2
2.0	16.1%	5
2.5	6.5%	2
3.0	6.5%	2
3.5	3.2%	1
4.0	3.2%	1
4.5	0.0%	0
5.0	0.0%	0
5.5	3.2%	1
6.0+	0.0%	0
Comments (optional)		14
<i>answered question</i>		31
<i>skipped question</i>		112



Appendix F: Component 12 MSDSI Tables and Charts

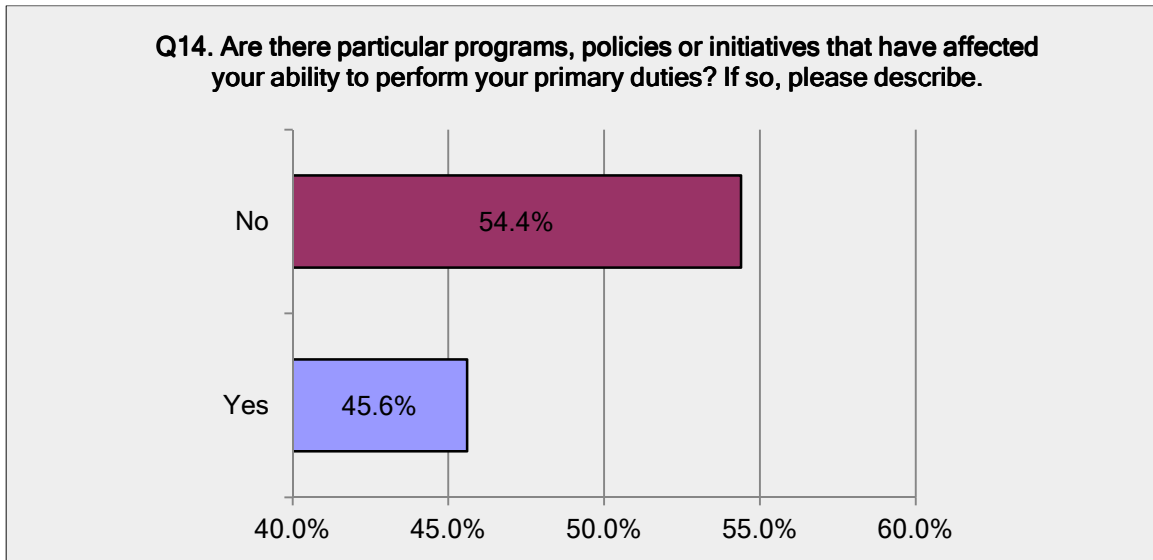
Q13. In general, my day-to-day workload is manageable.		
Answer Options	Response Percent	Response Count
Strongly agree	5.6%	8
Somewhat agree	25.2%	36
Neutral	14.0%	20
Somewhat disagree	37.8%	54
Strongly disagree	17.5%	25
Comments (optional)		33
<i>answered question</i>		143
<i>skipped question</i>		0



Appendix F: Component 12 MSDSI Tables and Charts

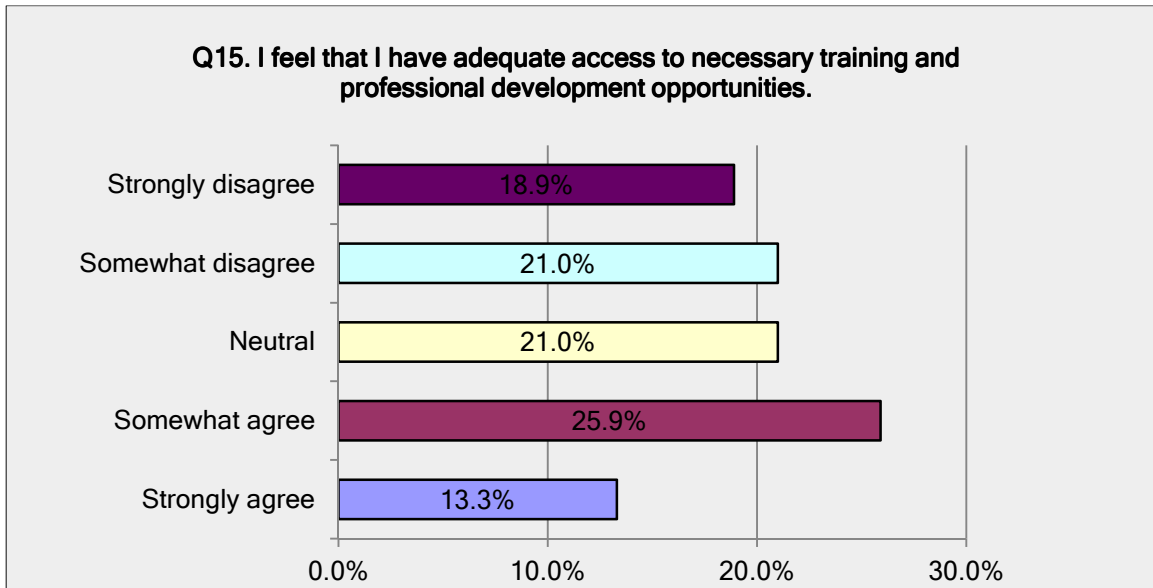
Q14. Are there particular programs, policies or initiatives that have affected your ability to perform your primary duties? If so, please describe.

Answer Options	Response Percent	Response Count
Yes	45.6%	62
No	54.4%	74
Comments		61
<i>answered question</i>		136
<i>skipped question</i>		7



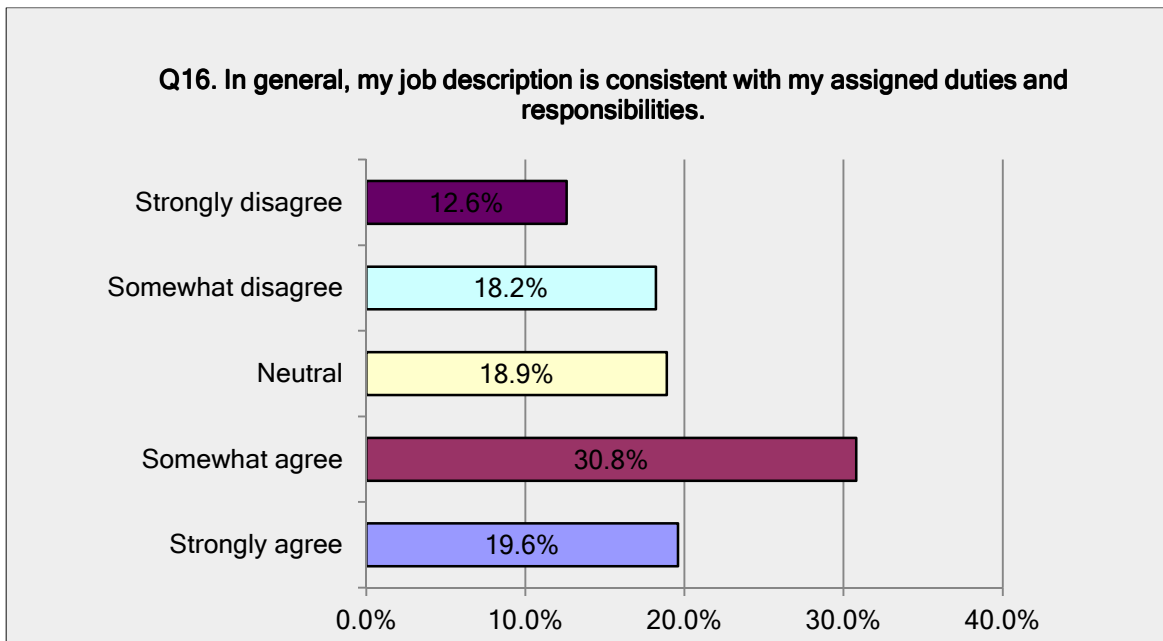
Appendix F: Component 12 MSDSI Tables and Charts

Q15. I feel that I have adequate access to necessary training and professional development opportunities.		
Answer Options	Response Percent	Response Count
Strongly agree	13.3%	19
Somewhat agree	25.9%	37
Neutral	21.0%	30
Somewhat disagree	21.0%	30
Strongly disagree	18.9%	27
Comments (optional)		37
<i>answered question</i>		143
<i>skipped question</i>		0



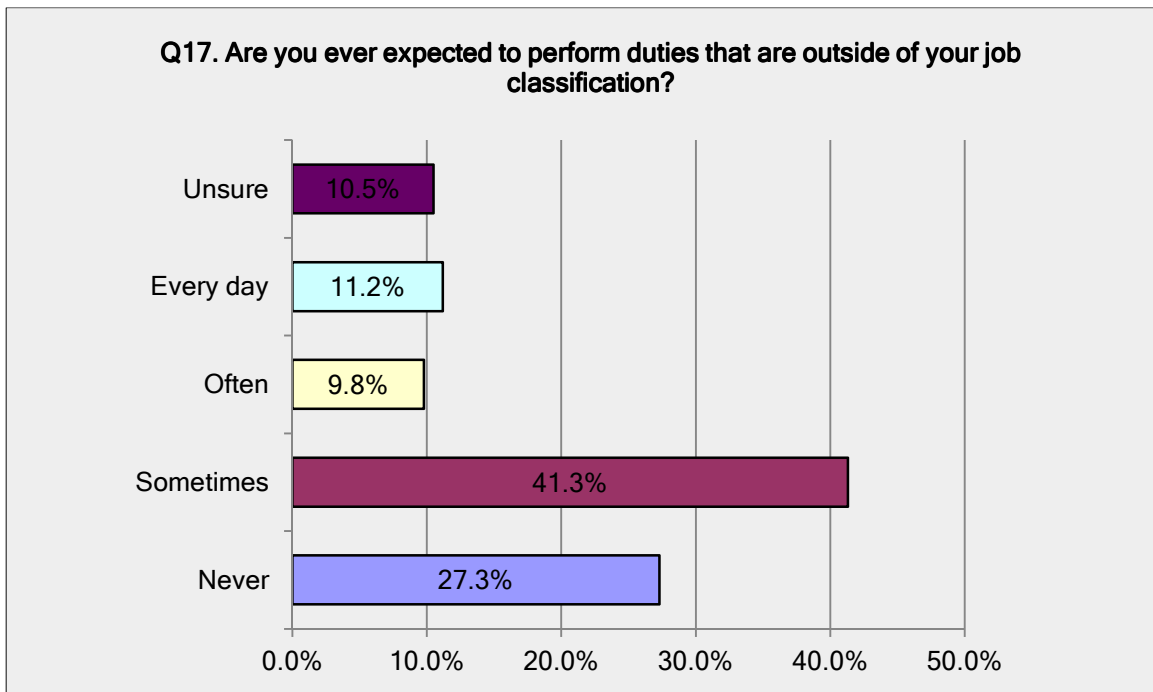
Appendix F: Component 12 MSDSI Tables and Charts

Q16. In general, my job description is consistent with my assigned duties and responsibilities.		
Answer Options	Response Percent	Response Count
Strongly agree	19.6%	28
Somewhat agree	30.8%	44
Neutral	18.9%	27
Somewhat disagree	18.2%	26
Strongly disagree	12.6%	18
Comments (optional)		20
<i>answered question</i>		143
<i>skipped question</i>		0



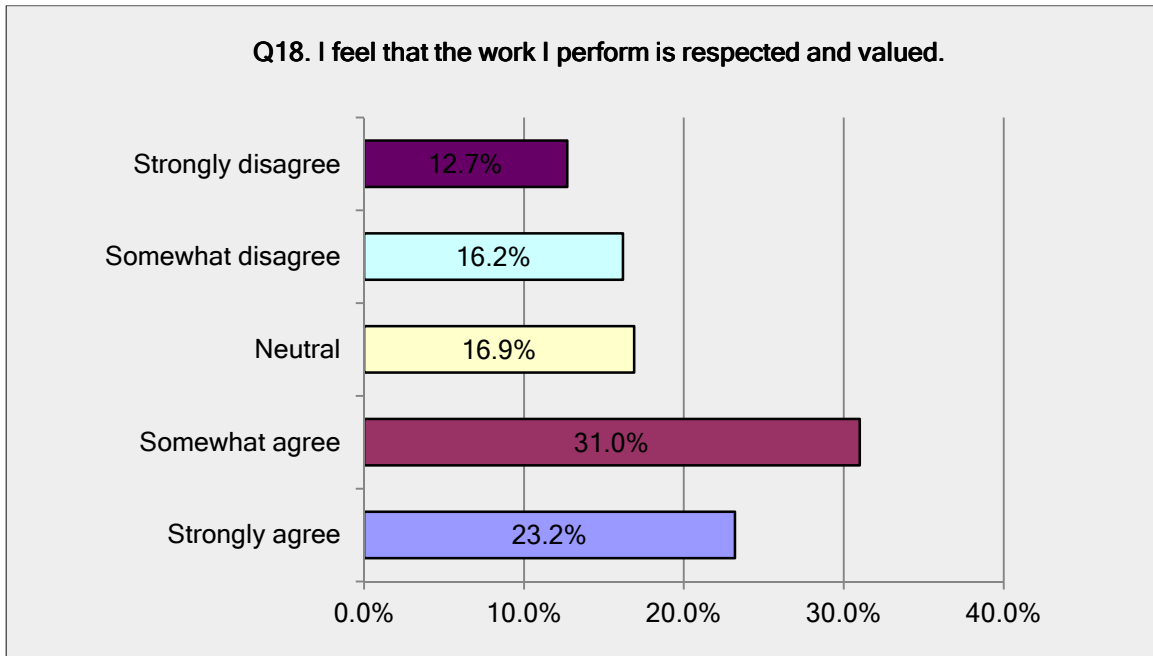
Appendix F: Component 12 MSDSI Tables and Charts

Q17. Are you ever expected to perform duties that are outside of your job classification?		
Answer Options	Response Percent	Response Count
Never	27.3%	39
Sometimes	41.3%	59
Often	9.8%	14
Every day	11.2%	16
Unsure	10.5%	15
Comments (optional)		20
<i>answered question</i>		143
<i>skipped question</i>		0



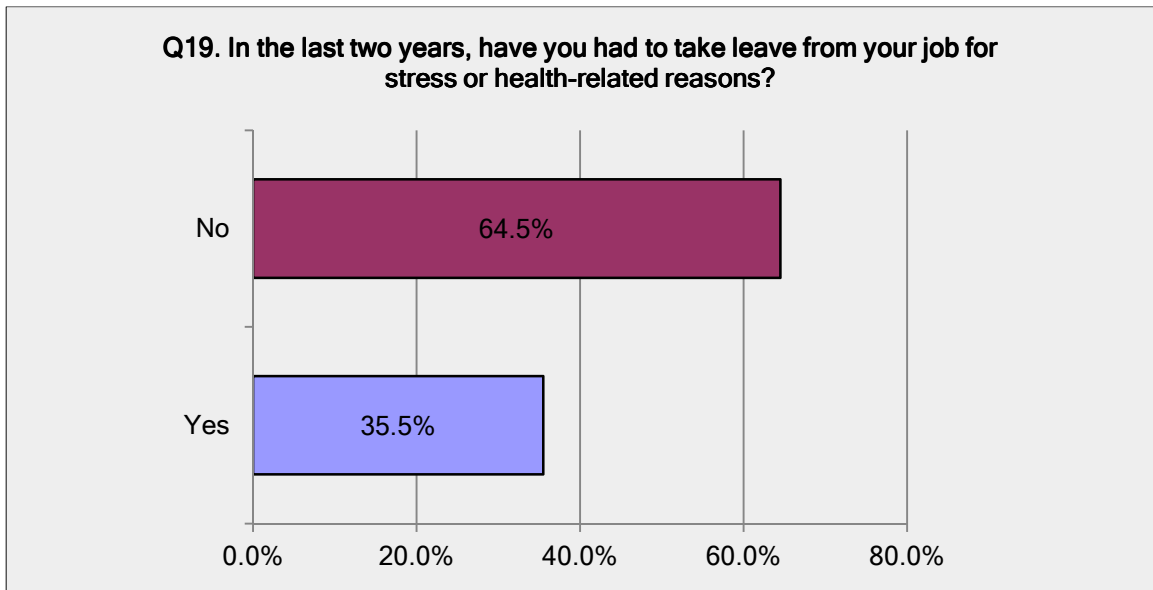
Appendix F: Component 12 MSDSI Tables and Charts

Q18. I feel that the work I perform is respected and valued.		
Answer Options	Response Percent	Response Count
Strongly agree	23.2%	33
Somewhat agree	31.0%	44
Neutral	16.9%	24
Somewhat disagree	16.2%	23
Strongly disagree	12.7%	18
Comments (optional)		16
<i>answered question</i>		142
<i>skipped question</i>		1



Appendix F: Component 12 MSDSI Tables and Charts

Q19. In the last two years, have you had to take leave from your job for stress or health-related reasons?		
Answer Options	Response Percent	Response Count
Yes	35.5%	50
No	64.5%	91
Comments (optional)		38
<i>answered question</i>		141
<i>skipped question</i>		2

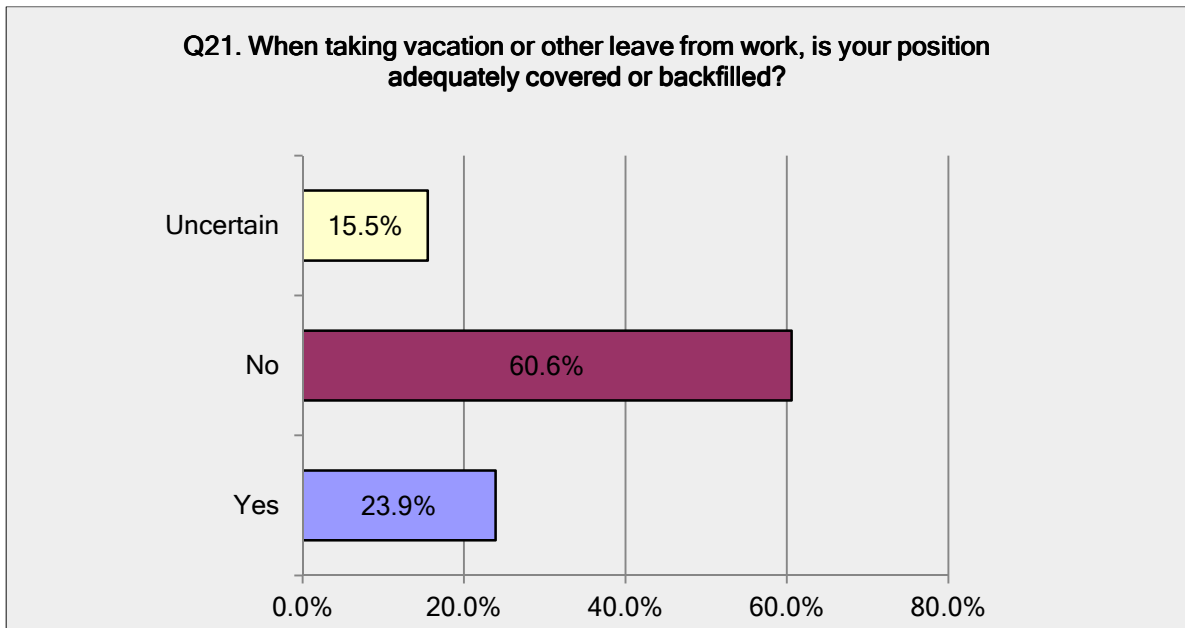


Appendix F: Component 12 MSDSI Tables and Charts

Q20. Are there any health and safety-related concerns that regularly affect you in the workplace:	
Answer Options	Response Count
Written	71
<i>answered question</i>	71
<i>skipped question</i>	72

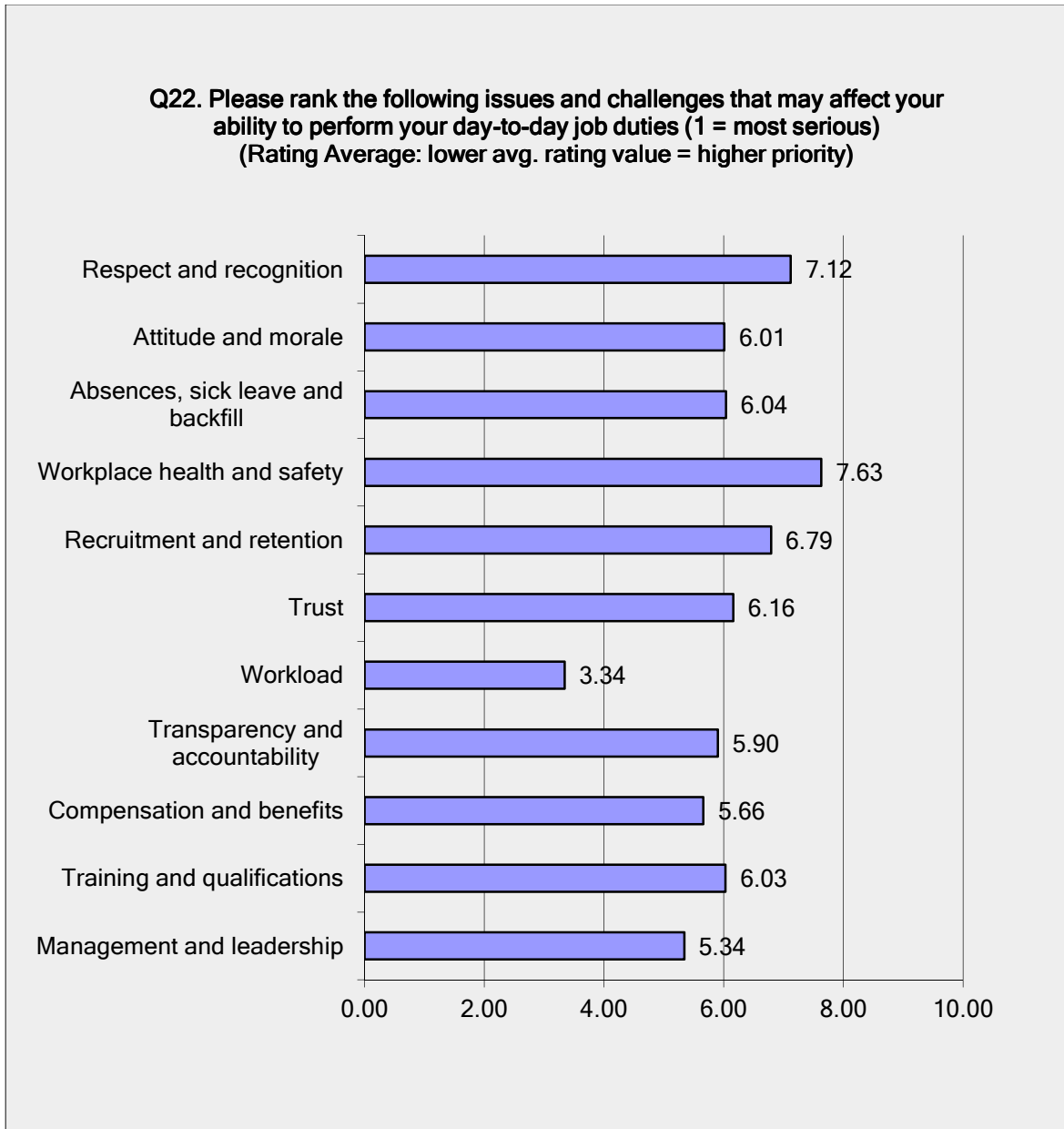
Appendix F: Component 12 MSDSI Tables and Charts

Q21. When taking vacation or other leave from work, is your position adequately covered or backfilled?		
Answer Options	Response Percent	Response Count
Yes	23.9%	34
No	60.6%	86
Uncertain	15.5%	22
Comments (optional)		38
<i>answered question</i>		142
<i>skipped question</i>		1



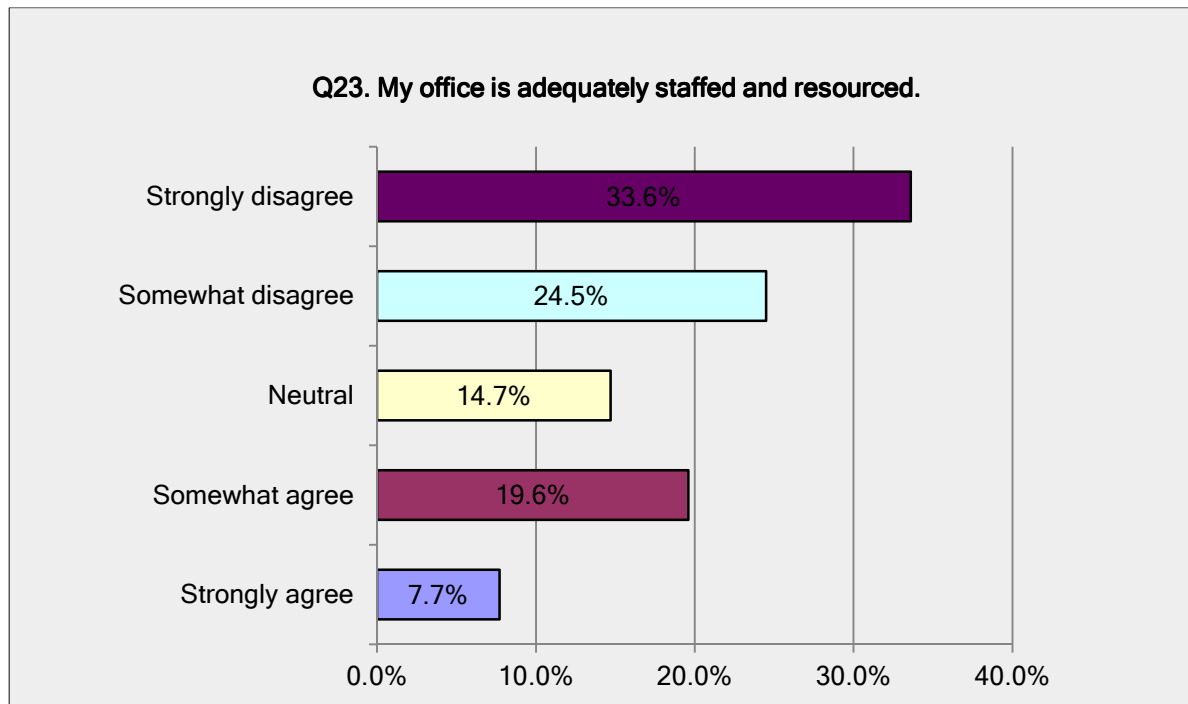
Appendix F: Component 12 MSDSI Tables and Charts

Q22. Please rank the following issues and challenges that may affect your ability to perform your day-to-day job duties (1 = most serious)													
Answer Options	1	2	3	4	5	6	7	8	9	10	11	Rating Average	Response Count
Management and leadership	14	26	15	12	10	8	14	9	11	10	11	5.34	140
Training and qualifications	13	13	8	14	15	11	13	15	17	11	10	6.03	140
Compensation and benefits	13	19	13	11	17	13	8	13	9	10	14	5.66	140
Transparency and accountability	5	4	19	15	17	23	17	19	11	7	3	5.90	140
Workload	52	17	14	19	10	6	8	6	7	1	0	3.34	140
Trust	7	8	10	11	19	23	18	13	15	9	7	6.16	140
Recruitment and retention	9	5	13	8	11	10	20	16	15	21	12	6.79	140
Workplace health and safety	4	5	7	6	11	11	11	25	12	25	23	7.63	140
Absences, sick leave and backfill	11	23	15	6	11	8	5	11	23	11	16	6.04	140
Attitude and morale	8	11	18	21	12	13	9	3	11	24	10	6.01	140
Respect and recognition	4	9	8	17	7	14	17	10	9	11	34	7.12	140
												<i>answered question</i>	140
												<i>skipped question</i>	3



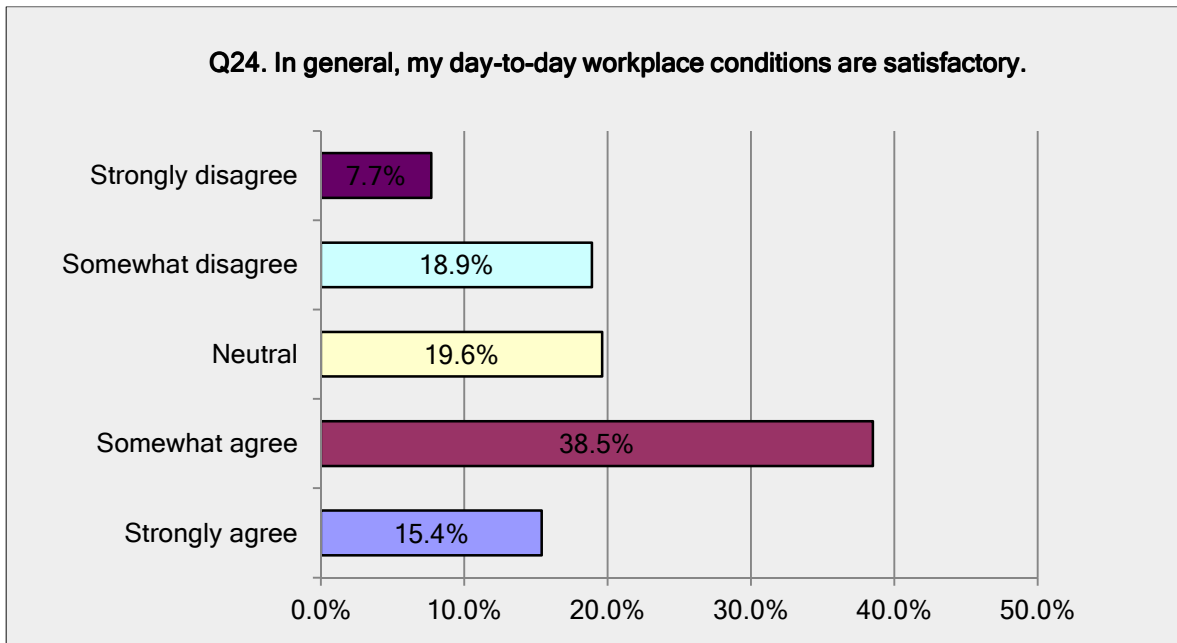
Appendix F: Component 12 MSDSI Tables and Charts

Q23. My office is adequately staffed and resourced.		
Answer Options	Response Percent	Response Count
Strongly agree	7.7%	11
Somewhat agree	19.6%	28
Neutral	14.7%	21
Somewhat disagree	24.5%	35
Strongly disagree	33.6%	48
Comments (optional)		34
<i>answered question</i>		143
<i>skipped question</i>		0



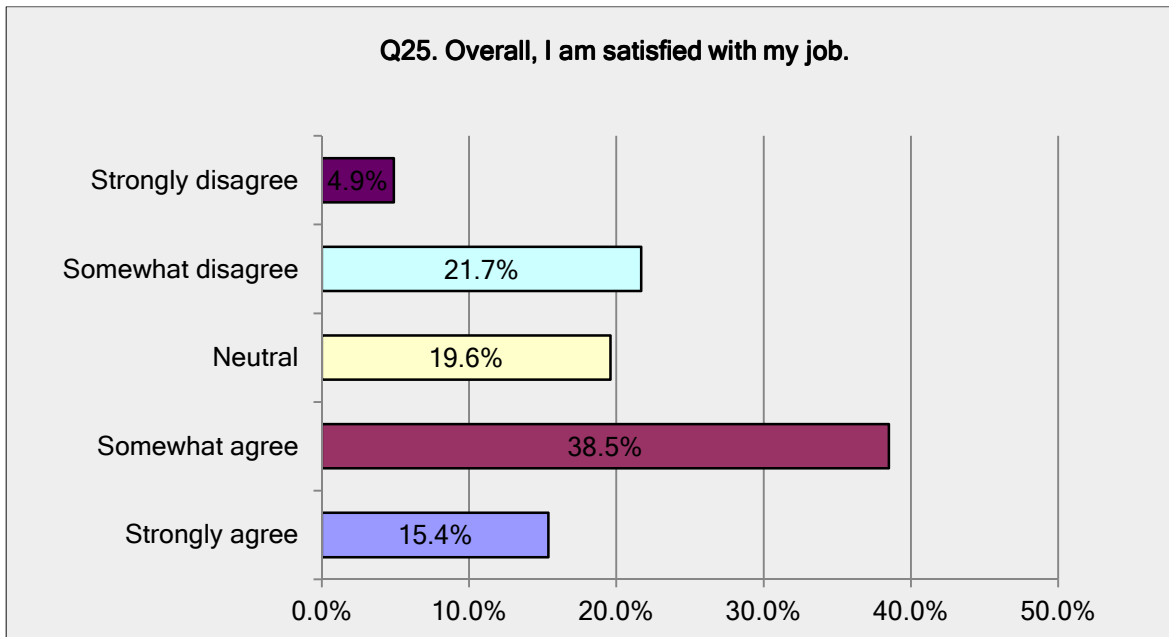
Appendix F: Component 12 MSDSI Tables and Charts

Q24. In general, my day-to-day workplace conditions are satisfactory.		
Answer Options	Response Percent	Response Count
Strongly agree	15.4%	22
Somewhat agree	38.5%	55
Neutral	19.6%	28
Somewhat disagree	18.9%	27
Strongly disagree	7.7%	11
<i>answered question</i>		143
<i>skipped question</i>		0



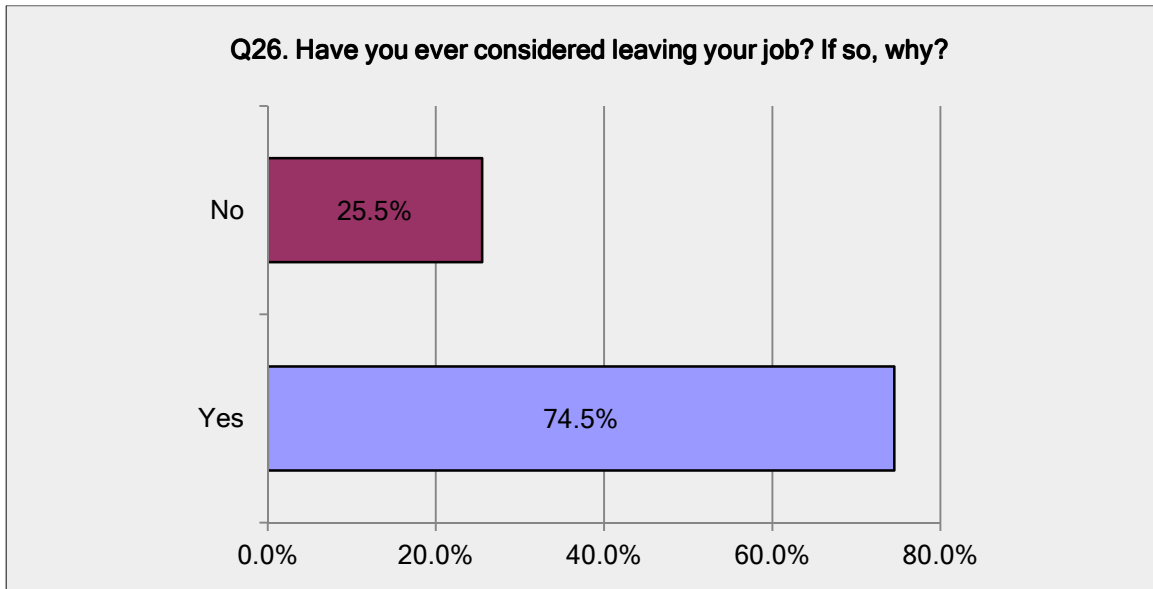
Appendix F: Component 12 MSDSI Tables and Charts

Q25. Overall, I am satisfied with my job.		
Answer Options	Response Percent	Response Count
Strongly agree	15.4%	22
Somewhat agree	38.5%	55
Neutral	19.6%	28
Somewhat disagree	21.7%	31
Strongly disagree	4.9%	7
<i>answered question</i>		143
<i>skipped question</i>		0



Appendix F: Component 12 MSDSI Tables and Charts

Q26. Have you ever considered leaving your job? If so, why?		
Answer Options	Response Percent	Response Count
Yes	74.5%	102
No	25.5%	35
Comments (optional)		100
<i>answered question</i>		137
<i>skipped question</i>		6

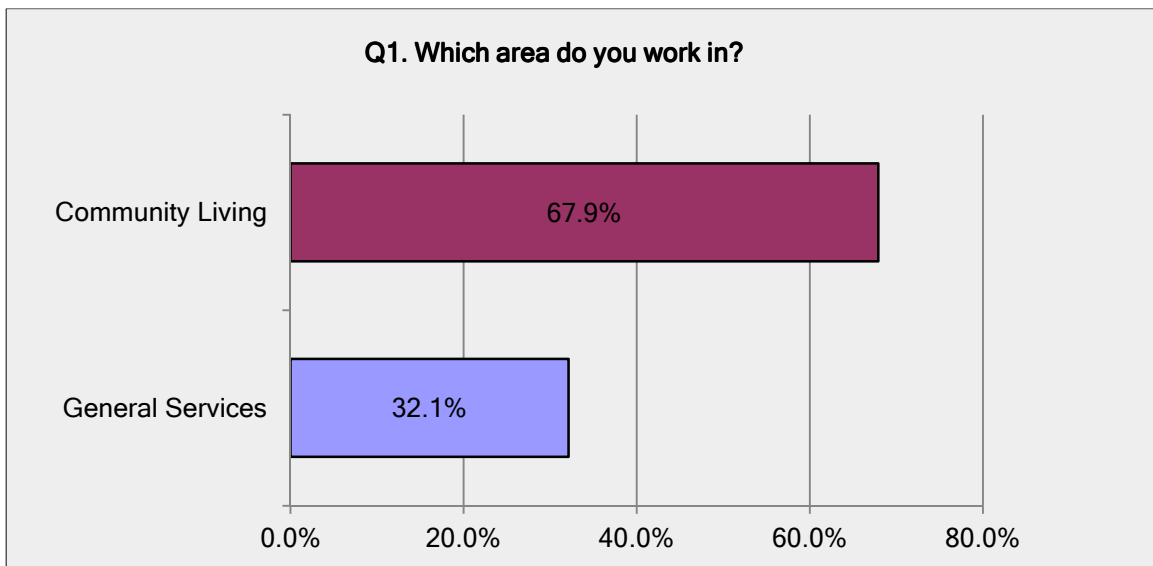


Appendix F: Component 12 MSDSI Tables and Charts

Q27. Please provide any additional comments, concerns, or ways that the BCGEU can better support you in your work.	
Answer Options	Response Count
Written	50
<i>answered question</i>	50
<i>skipped question</i>	93

Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q1. Which area do you work in?		
Answer Options	Response Percent	Response Count
General Services	32.1%	87
Community Living	67.9%	184
<i>answered question</i>		271
<i>skipped question</i>		4



Appendix G: Component 3 (General Services & CLBC) Tables and Charts

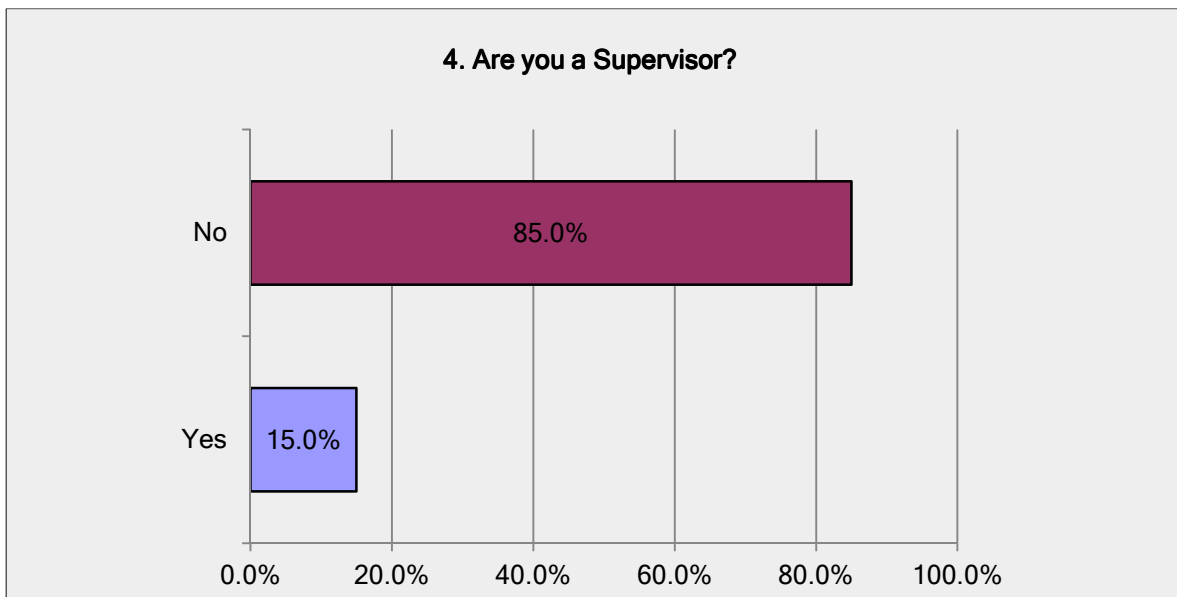
Q2. What is your current position?	
Answer Options	Response Count
Written	273
<i>answered question</i>	273
<i>skipped question</i>	2

Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q3. Within your position or classification, what type of program, client group, "stream" or "bucket" do you work in?	
Answer Options	Response Count
Written	242
<i>answered question</i>	242
<i>skipped question</i>	33

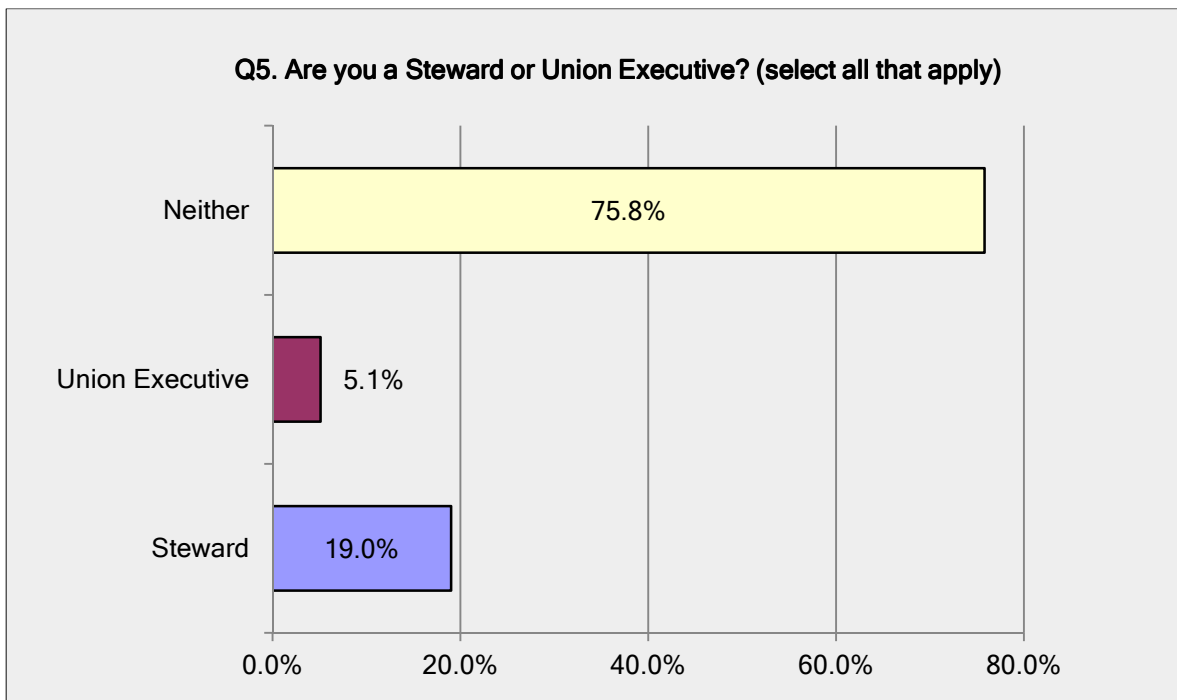
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

4. Are you a Supervisor?		
Answer Options	Response Percent	Response Count
Yes	15.0%	41
No	85.0%	232
<i>answered question</i>		273
<i>skipped question</i>		2



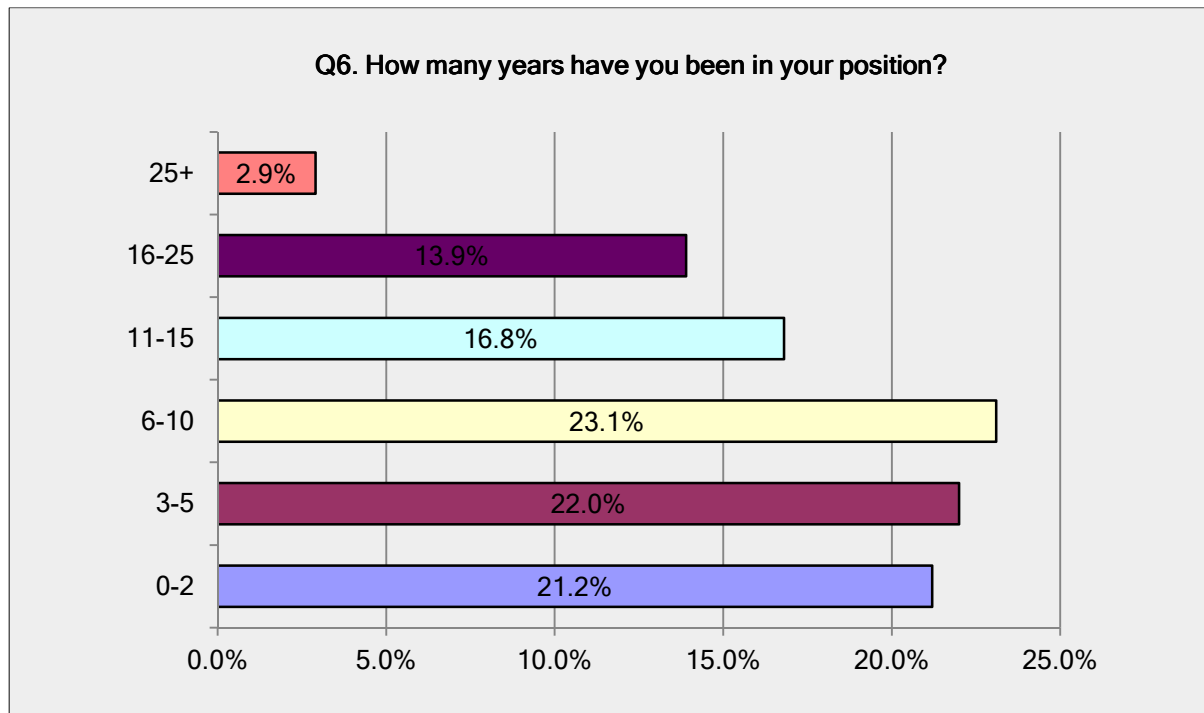
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q5. Are you a Steward or Union Executive? (select all that apply)		
Answer Options	Response Percent	Response Count
Steward	19.0%	52
Union Executive	5.1%	14
Neither	75.8%	207
If you are a Union Executive, please specify your position		28
<i>answered question</i>		273
<i>skipped question</i>		2

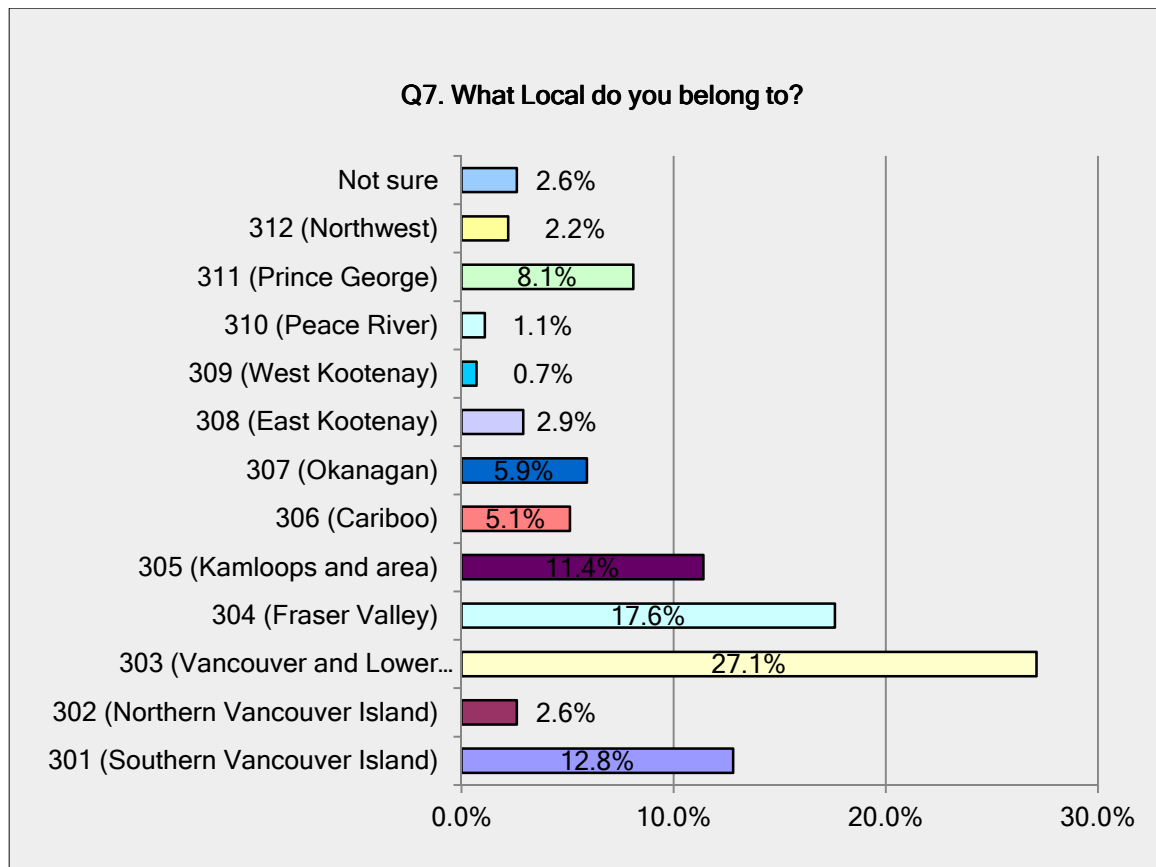


Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q6. How many years have you been in your position?		
Answer Options	Response Percent	Response Count
0-2	21.2%	58
3-5	22.0%	60
6-10	23.1%	63
11-15	16.8%	46
16-25	13.9%	38
25+	2.9%	8
<i>answered question</i>		273
<i>skipped question</i>		2

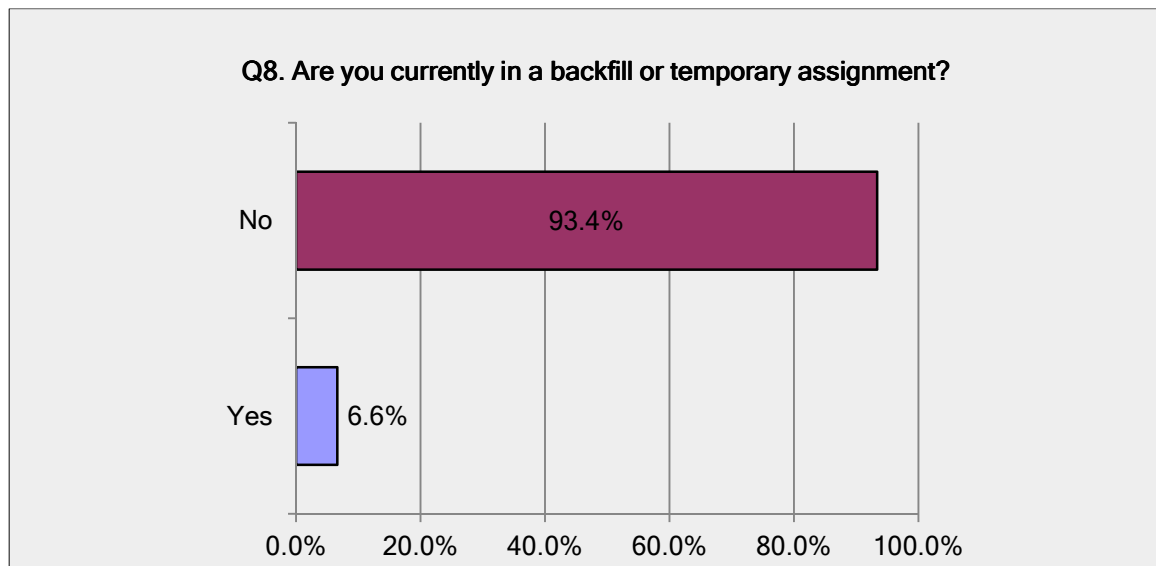


Q7. What Local do you belong to?		
Answer Options	Response Percent	Response Count
301 (Southern Vancouver Island)	12.8%	35
302 (Northern Vancouver Island)	2.6%	7
303 (Vancouver and Lower Mainland)	27.1%	74
304 (Fraser Valley)	17.6%	48
305 (Kamloops and area)	11.4%	31
306 (Cariboo)	5.1%	14
307 (Okanagan)	5.9%	16
308 (East Kootenay)	2.9%	8
309 (West Kootenay)	0.7%	2
310 (Peace River)	1.1%	3
311 (Prince George)	8.1%	22
312 (Northwest)	2.2%	6
Not sure	2.6%	7
<i>answered question</i>		273
<i>skipped question</i>		2



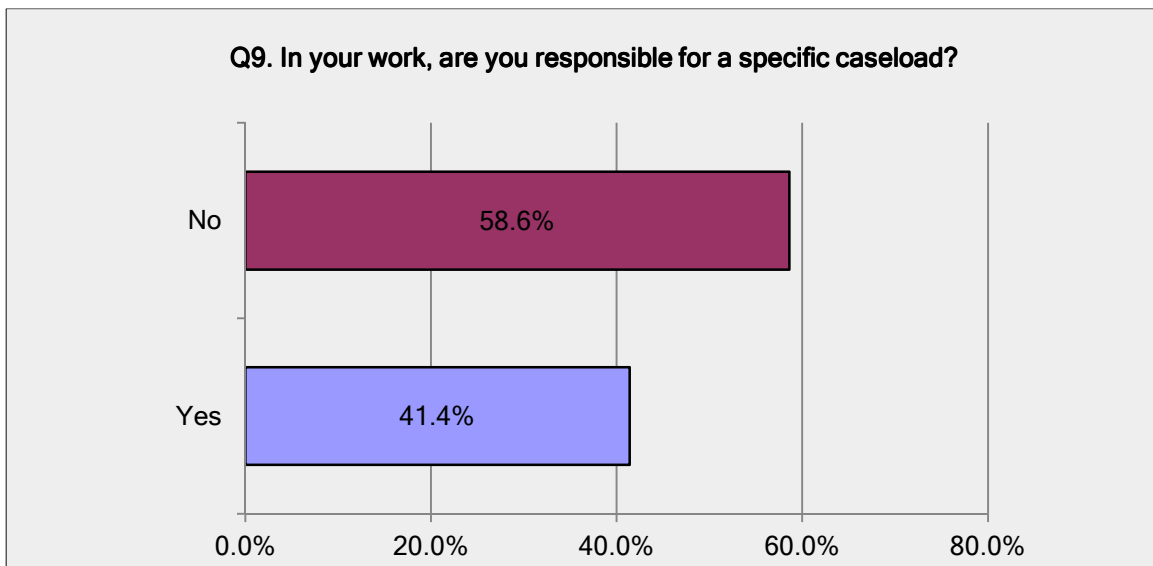
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q8. Are you currently in a backfill or temporary assignment?		
Answer Options	Response Percent	Response Count
Yes	6.6%	18
No	93.4%	255
<i>answered question</i>		273
<i>skipped question</i>		2



Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q9. In your work, are you responsible for a specific caseload?		
Answer Options	Response Percent	Response Count
Yes	41.4%	113
No	58.6%	160
<i>answered question</i>		273
<i>skipped question</i>		2

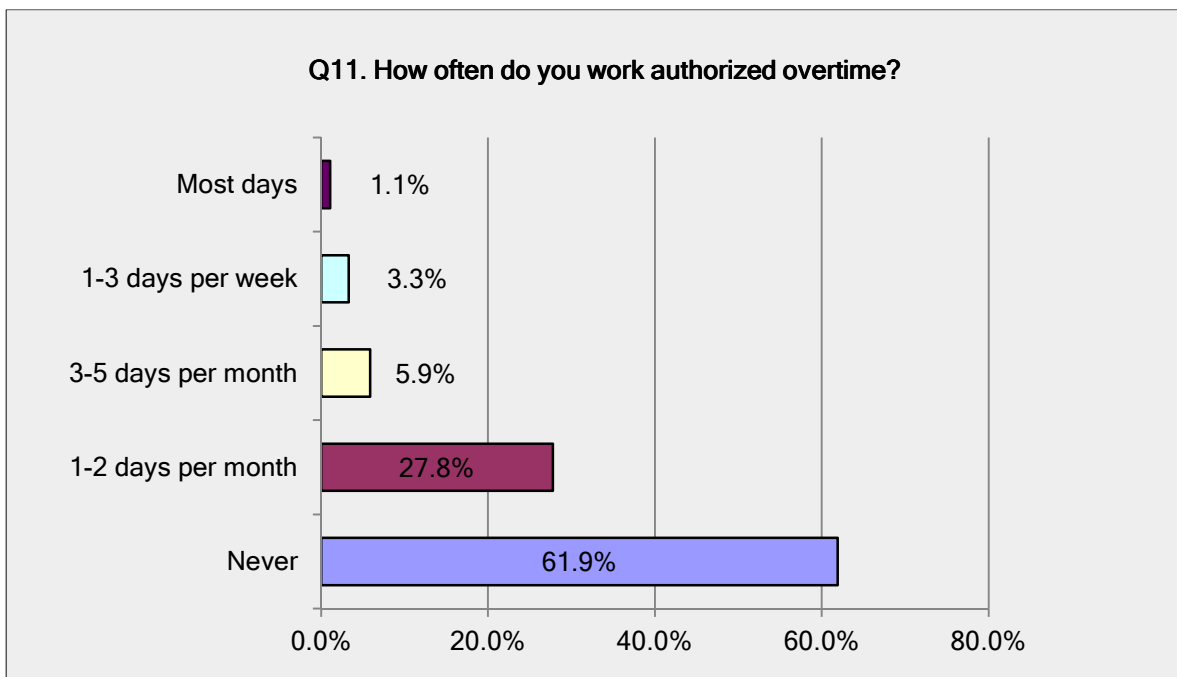


Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q10. If yes, what is the current number of cases in your caseload?	
Answer Options	Response Count
Written	111
<i>answered question</i>	111
<i>skipped question</i>	164

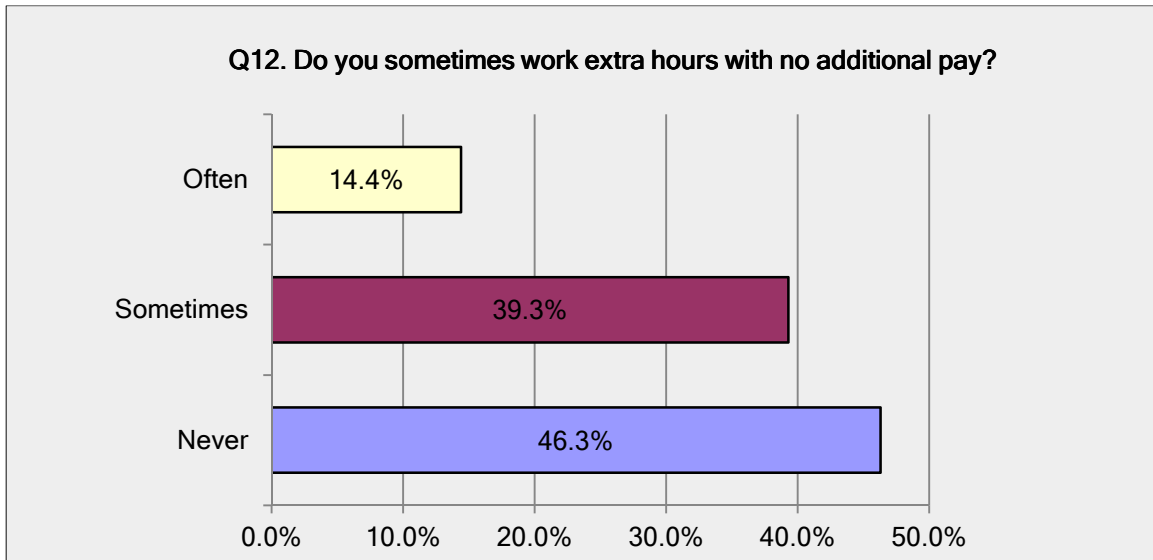
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q11. How often do you work authorized overtime?		
Answer Options	Response Percent	Response Count
Never	61.9%	169
1-2 days per month	27.8%	76
3-5 days per month	5.9%	16
1-3 days per week	3.3%	9
Most days	1.1%	3
<i>answered question</i>		273
<i>skipped question</i>		2



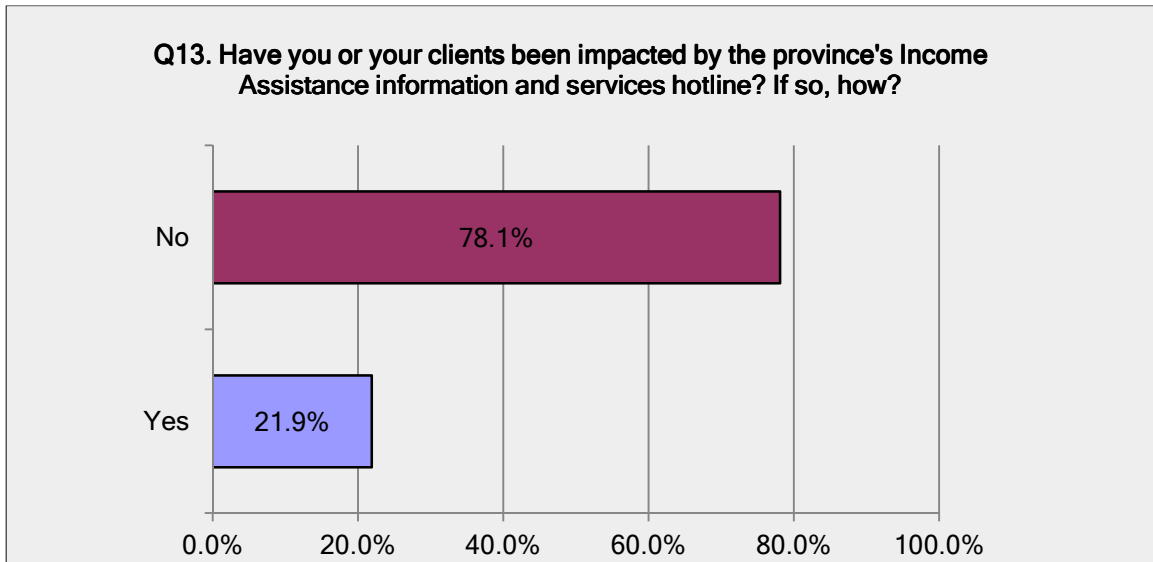
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q12. Do you sometimes work extra hours with no additional pay?		
Answer Options	Response Percent	Response Count
Never	46.3%	125
Sometimes	39.3%	106
Often	14.4%	39
<i>answered question</i>		270
<i>skipped question</i>		5



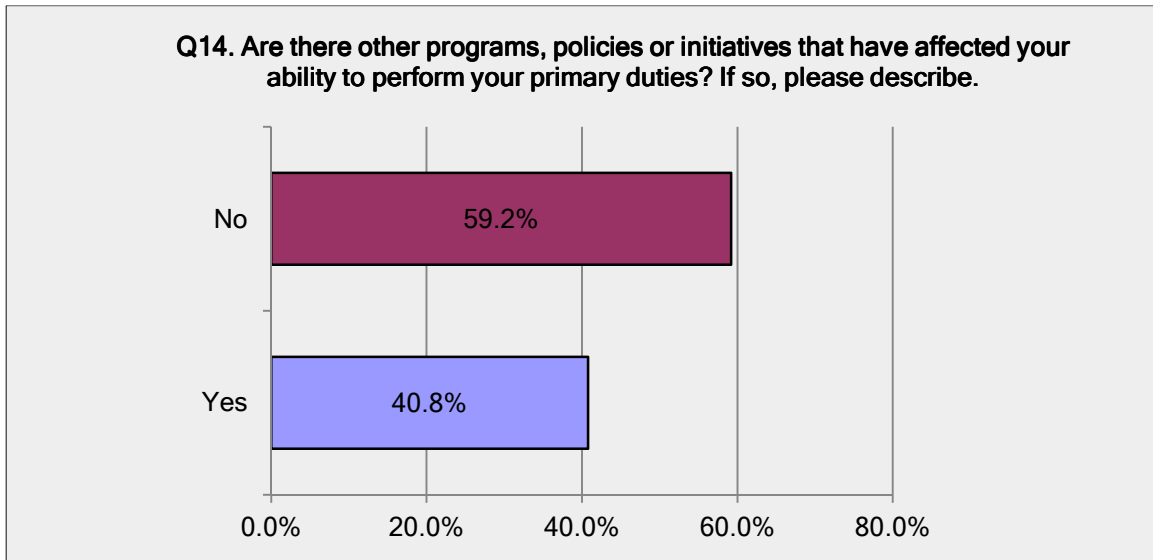
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q.13 Have you or your clients been impacted by the province's Income Assistance information and services hotline? If so, how?		
Answer Options	Response Percent	Response Count
Yes	21.9%	53
No	78.1%	189
Comments		69
<i>answered question</i>		242
<i>skipped question</i>		33



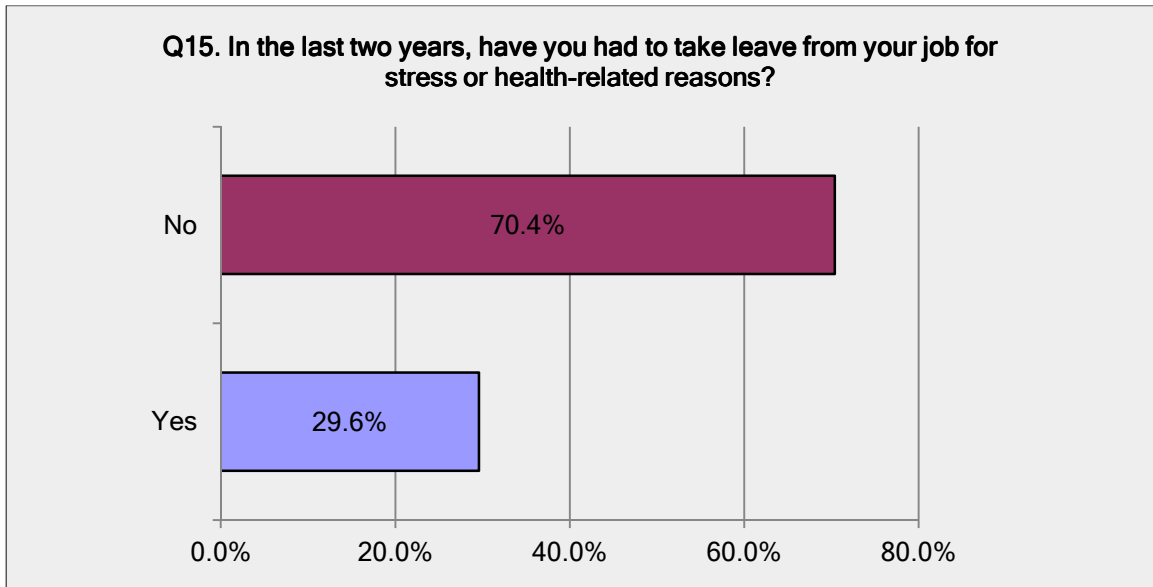
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q14. Are there other programs, policies or initiatives that have affected your ability to perform your primary duties? If so, please describe.		
Answer Options	Response Percent	Response Count
Yes	40.8%	102
No	59.2%	148
Comments		99
<i>answered question</i>		250
<i>skipped question</i>		25



Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q15. In the last two years, have you had to take leave from your job for stress or health-related reasons?		
Answer Options	Response Percent	Response Count
Yes	29.6%	80
No	70.4%	190
Comments (optional)		53
<i>answered question</i>		270
<i>skipped question</i>		5

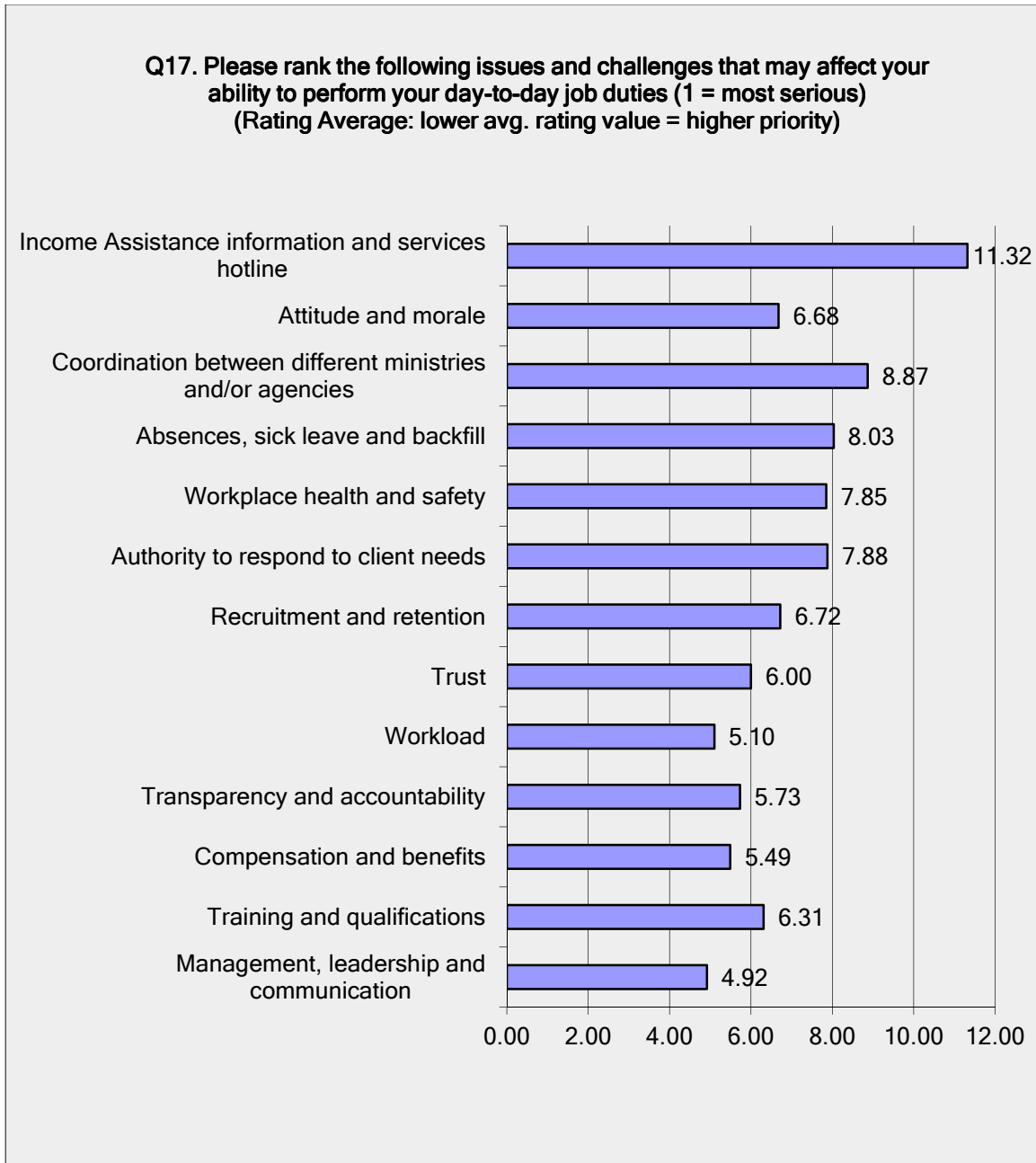


Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q16. Are there any health and safety-related concerns that regularly affect you in the workplace:	
Answer Options	Response Count
Written	183
<i>answered question</i>	183
<i>skipped question</i>	92

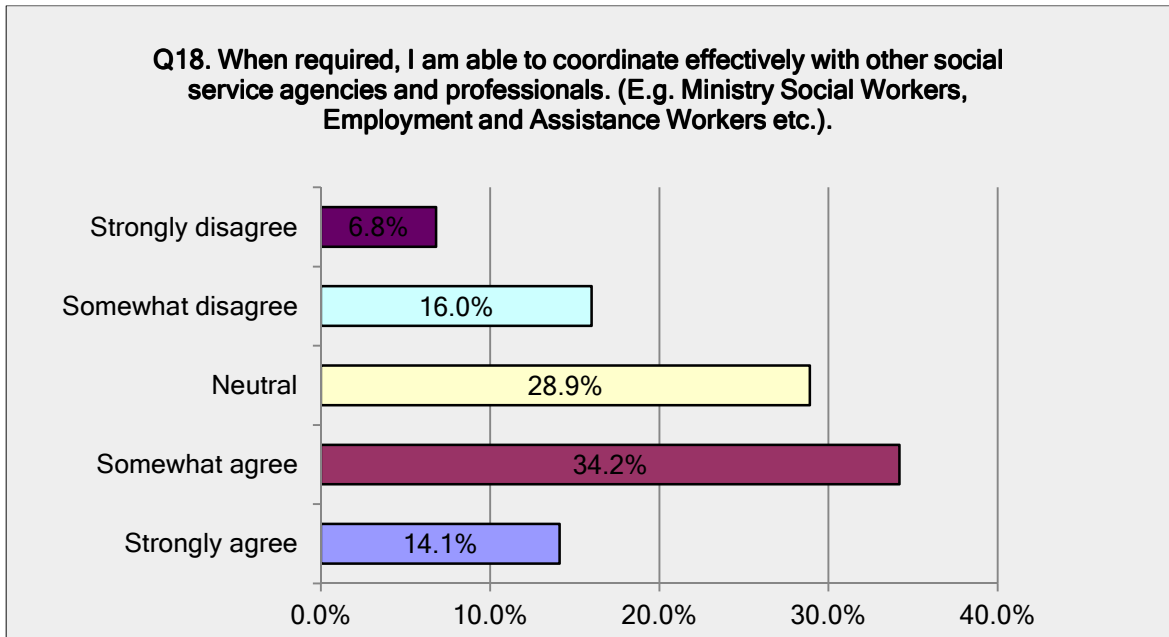
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q17. Please rank the following issues and challenges that may affect your ability to perform your day-to-day job duties (1 = most serious)															
Answer Options	1	2	3	4	5	6	7	8	9	10	11	12	13	Rating Average	Response Count
Management, leadership and communication	72	29	30	22	11	15	16	12	9	15	7	9	17	4.92	264
Training and qualifications	18	31	25	25	20	19	20	30	18	17	18	11	12	6.31	264
Compensation and benefits	40	29	22	33	25	20	14	21	16	15	17	10	4	5.49	266
Transparency and accountability	7	32	28	31	41	27	34	13	21	17	8	3	4	5.73	266
Workload	41	28	32	32	23	21	25	18	16	14	5	7	4	5.10	266
Trust	19	17	25	31	24	38	28	24	23	18	11	5	3	6.00	266
Recruitment and retention	12	16	19	15	24	34	36	33	28	20	17	9	3	6.72	266
Authority to respond to client needs	5	11	11	10	24	15	24	41	39	37	26	17	6	7.88	266
Workplace health and safety	12	9	10	10	19	20	23	26	48	36	32	12	9	7.85	266
Absences, sick leave and backfill	8	14	14	20	17	14	18	15	25	40	44	26	11	8.03	266
Coordination between different ministries and/or agencies	11	16	11	11	10	14	11	11	12	21	48	75	15	8.87	266
Attitude and morale	18	28	32	21	23	26	12	14	5	8	22	51	6	6.68	266
Income Assistance information and services hotline	3	6	7	5	5	3	5	8	6	8	11	30	169	11.32	266
														<i>answered question</i>	266
														<i>skipped question</i>	9



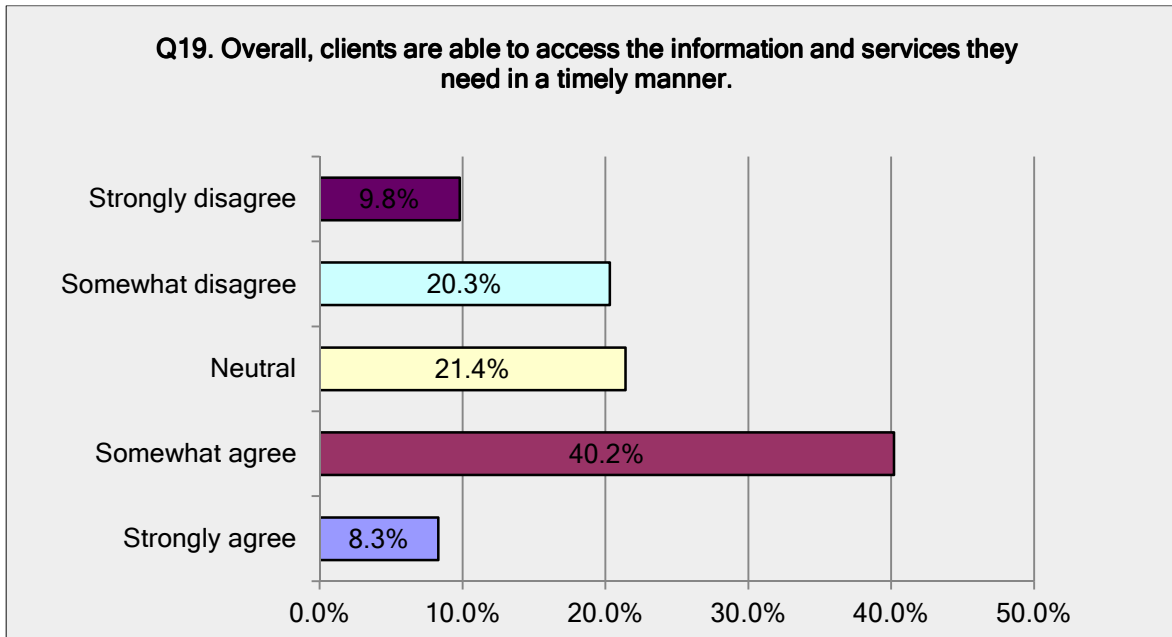
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q18. When required, I am able to coordinate effectively with other social service agencies and professionals. (E.g. Ministry Social Workers, Employment and Assistance Workers etc.).		
Answer Options	Response Percent	Response Count
Strongly agree	14.1%	37
Somewhat agree	34.2%	90
Neutral	28.9%	76
Somewhat disagree	16.0%	42
Strongly disagree	6.8%	18
Comments (optional)		49
<i>answered question</i>		263
<i>skipped question</i>		12



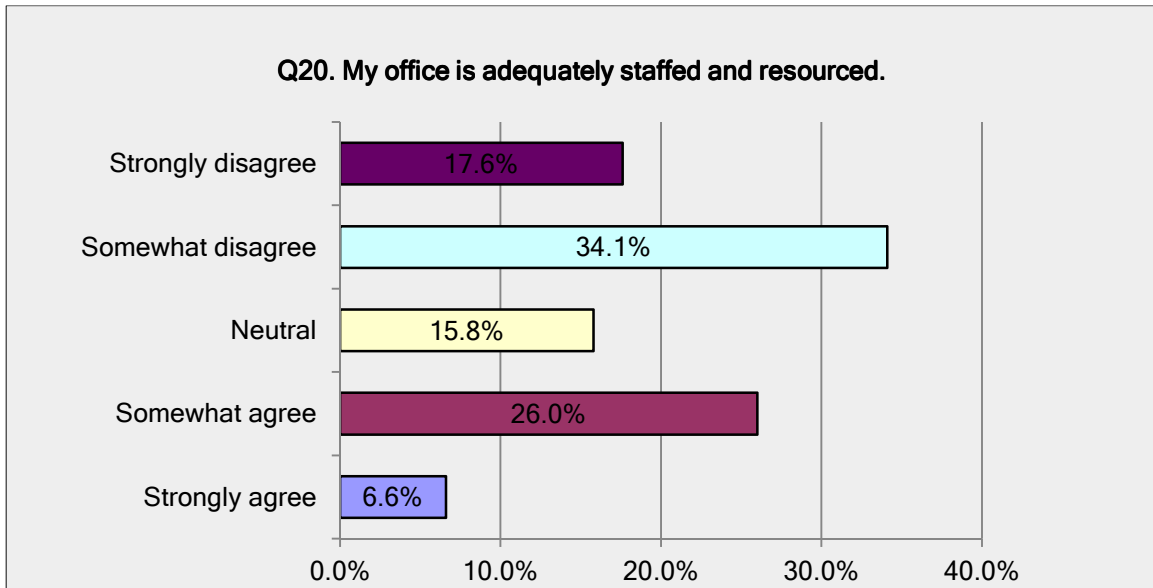
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q19. Overall, clients are able to access the information and services they need in a timely manner.		
Answer Options	Response Percent	Response Count
Strongly agree	8.3%	22
Somewhat agree	40.2%	107
Neutral	21.4%	57
Somewhat disagree	20.3%	54
Strongly disagree	9.8%	26
Comments (optional)		36
<i>answered question</i>		266
<i>skipped question</i>		9

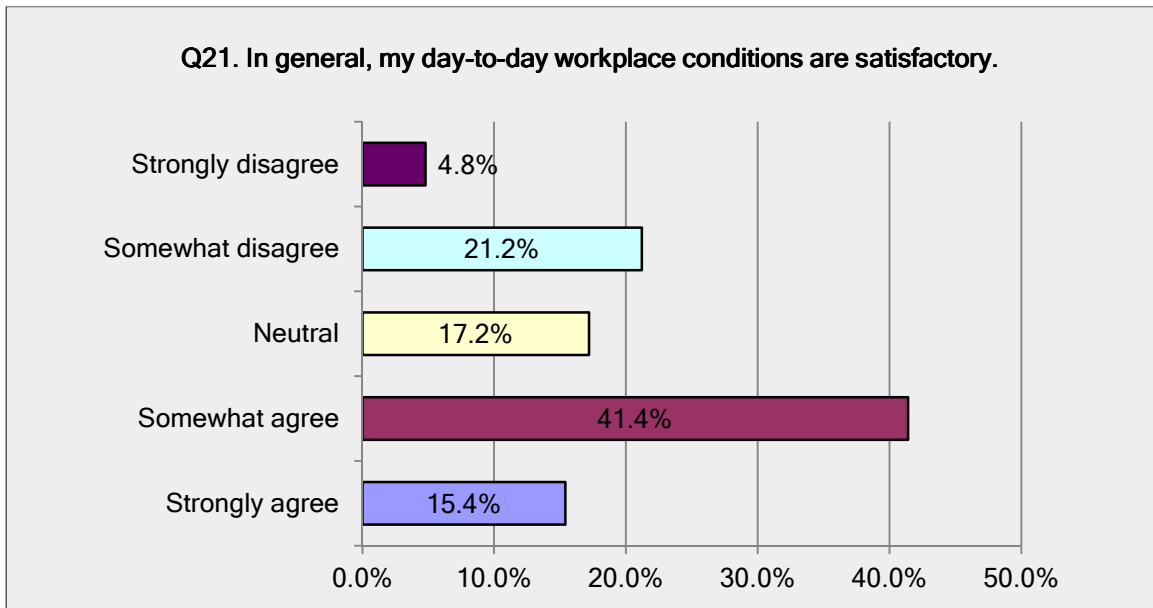


Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q20. My office is adequately staffed and resourced.		
Answer Options	Response Percent	Response Count
Strongly agree	6.6%	18
Somewhat agree	26.0%	71
Neutral	15.8%	43
Somewhat disagree	34.1%	93
Strongly disagree	17.6%	48
Comments (optional)		53
<i>answered question</i>		273
<i>skipped question</i>		2

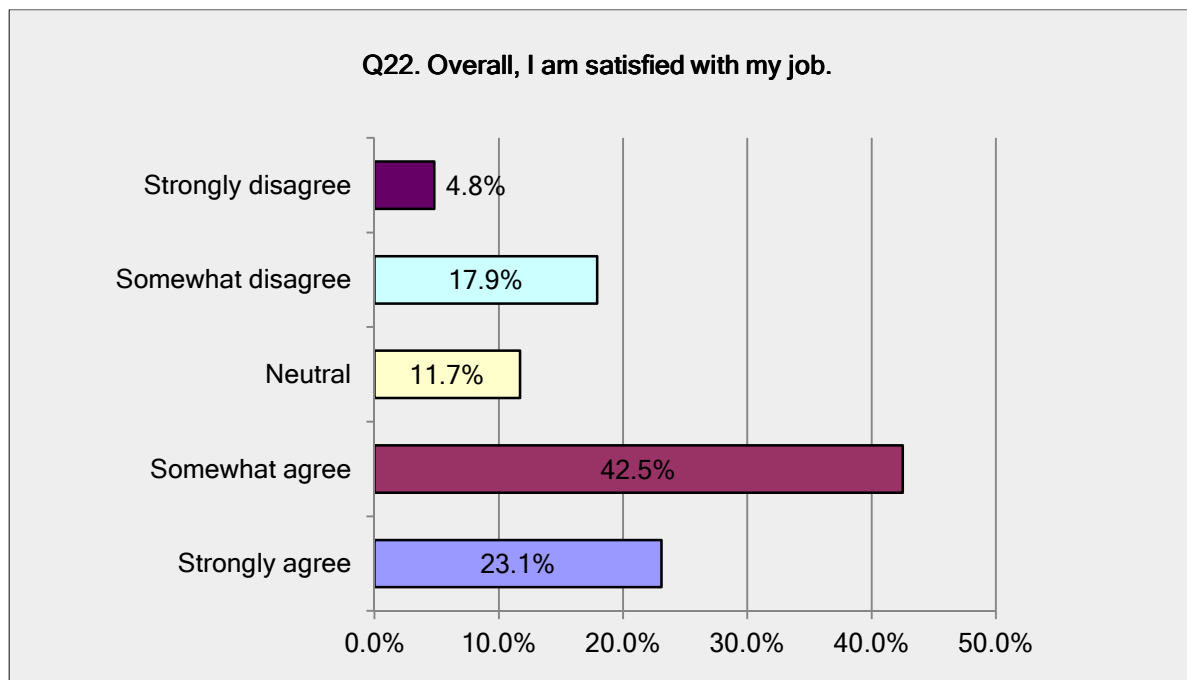


Q21. In general, my day-to-day workplace conditions are satisfactory.		
Answer Options	Response Percent	Response Count
Strongly agree	15.4%	42
Somewhat agree	41.4%	113
Neutral	17.2%	47
Somewhat disagree	21.2%	58
Strongly disagree	4.8%	13
<i>answered question</i>		273
<i>skipped question</i>		2



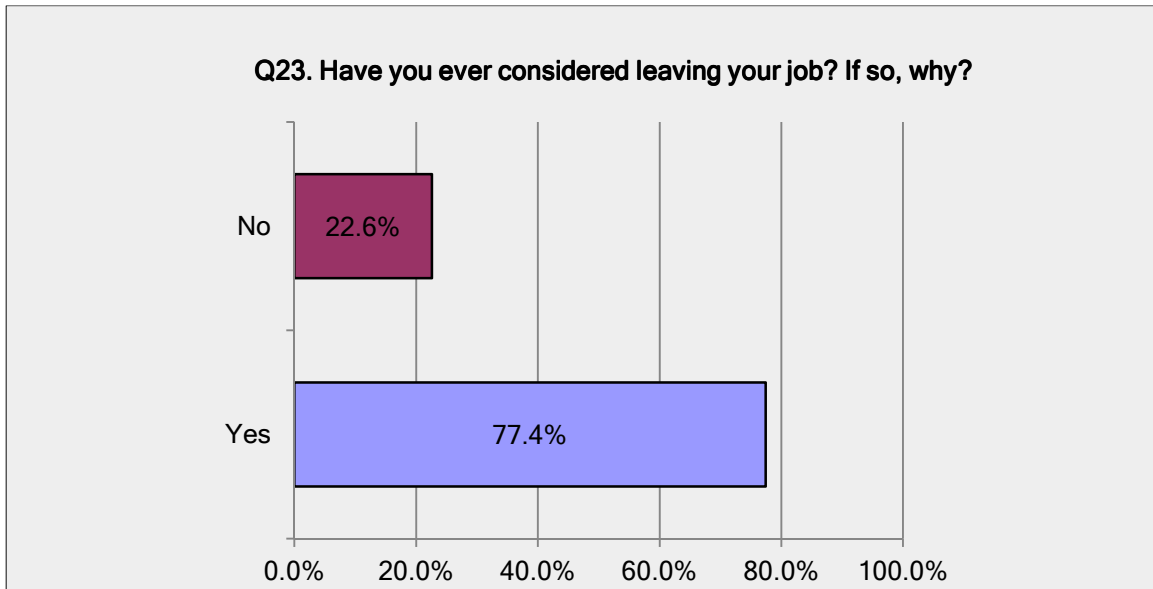
Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q22. Overall, I am satisfied with my job.		
Answer Options	Response Percent	Response Count
Strongly agree	23.1%	63
Somewhat agree	42.5%	116
Neutral	11.7%	32
Somewhat disagree	17.9%	49
Strongly disagree	4.8%	13
<i>answered question</i>		273
<i>skipped question</i>		2



Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q23. Have you ever considered leaving your job? If so, why?		
Answer Options	Response Percent	Response Count
Yes	77.4%	209
No	22.6%	61
Comments (optional)		193
<i>answered question</i>		270
<i>skipped question</i>		5



Appendix G: Component 3 (General Services & CLBC) Tables and Charts

Q24. Please provide any additional comments, concerns, or ways that the BCGEU can better support you in your work.	
Answer Options	Response Count
Written	106
<i>answered question</i>	106
<i>skipped question</i>	169