

ORGANIZATION: School District No. 83 (North Okanagan-Shuswap)

ORGANIZATIONAL REPRESENTATIVE: Ryan Brennan

SURVEY NAME: SD83 Employee Health & Wellness Survey - 2018

SURVEY CLOSE DATE: 2018-12-17 00:00:00

NUMBER OF EMPLOYEES WHO COMPLETED THIS SURVEY (TOTAL NUMBER OF EMPLOYEE RESPONDENTS): 511

REPORT GENERATION DATE: 2018-10-31 12:41:17

Table of Contents

- 1 Organization Information
- 2 Employee Demographic Information
- 3 Survey Results
 - Mean Score Report
 - Specific Areas of Concern
 - Employee Responses by Psychosocial Factor
 - Next Steps

1 Organization Information

Total number of employees, company-wide	500+
Number of employees who completed this survey (total number of employee respondents)	511
Type of organization	Not-for-profit
Industry sector	Public

2 Employee Demographic Information

Department / Branch

Percentage of total employee respondents (n=511)

CUPE	37.4%
NOSTA	54.2%
PVP/Exempt	8.4%

3 Survey Results

Overview

This Report provides an overview of your organization (or work unit) in relation to its performance across the Guarding Minds at Work psychosocial factors, across two data sets:

A. Mean Score Report

This report shows the organization's average score for each factor. The lowest possible score is 5 (all 1s) and the highest possible score is 20 (all 4s). The categories of concern are based on a comparison with the 2016 Ipsos Reid standardization pattern for each factor, thus serving as a benchmark for comparison.

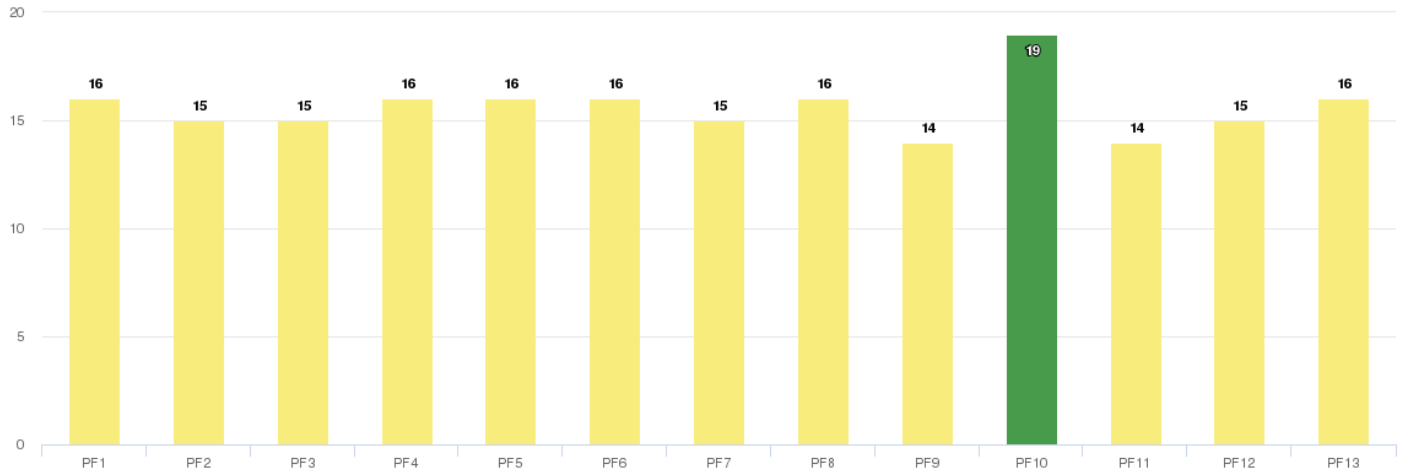
B. Employee Responses by Psychosocial Factor

These graphs display the percentage of employee responses that fall into each of the categories of concerns.

1. Review your results and identify any areas of concern or relative strength.
2. Take action with these resources from the Resources tab of the website:
 - a. Selection of Suggested Actions
 - b. Selection of Effective Actions: Applying a Quality Framework
 - c. Suggested Responses Documents
 - d. Action Planning Worksheets
3. Evaluate your actions with these resources from the Resources tab of the website:
 - a. Evaluation Worksheets: Getting Started
 - b. Evaluation Worksheets

Mean Score Report

Please note any areas of concern or relative strength. Psychosocial factors flagged as Significant Concerns should be your top priority.



Serious Concerns
= 5 to 9

Significant Concerns
= 10 to 13

Minimal Concerns *
= 14 to 16

Relative Strengths **
= 17 to 20

* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

PF1: Psychological Support
 PF2: Organizational Culture
 PF3: Clear Leadership & Expectations
 PF4: Civility & Respect
 PF5: Psychological Competencies & Requirements
 PF6: Growth & Development
 PF7: Recognition & Reward

PF8: Involvement & Influence
 PF9: Workload Management
 PF10: Engagement
 PF11: Balance
 PF12: Psychological Protection
 PF13: Protection of Physical Safety

Specific Areas of Concern

Here are the results for the Specific Areas of Concern questions from the Survey for your organization. The corresponding results of the 2016 national Ipsos Reid survey are presented below for comparison.

Results from your organization

n = 511 number of employees who completed this Survey (total number of employee respondents)

5.3% (n = 27) of respondents reported experiencing discrimination in the workplace because of their cultural/ethnic background, disability, sexual orientation, gender or age.

5.5% (n = 28) of respondents reported being bullied or harassed, either verbally, physically or sexually in the workplace.

1.2% (n = 6) of respondents reported being treated unfairly in the workplace because they have a mental illness.

Results from Ipsos

n = 5010 number of employees who completed this Survey (total number of employee respondents)

8.7% (n = 435) of respondents reported experiencing discrimination in the workplace because of their cultural/ethnic background, disability, sexual orientation, gender or age.

10.1% (n = 507) of respondents reported being bullied or harassed, either verbally, physically or sexually in the workplace.

3.5% (n = 176) of respondents reported being treated unfairly in the workplace because they have a mental illness.

In 2016, Ipsos was commissioned by Guarding Minds at Work to conduct a public opinion survey on psychosocial risks in Canadian workplaces using the Survey. In total, 5010 working Canadians across a nationally representative sample of industries and geographical regions completed the Survey.

Employee Responses by Psychosocial Factor

The graphs in this section display the percentage of responses falling into each of the four areas of concern or relative strength, for each of the psychosocial factors. The corresponding results of the 2016 Ipsos Reid survey are presented immediately below each graph for comparison.

PSR1: Psychological Support

A work environment where coworkers and supervisors are supportive of employees' psychological and mental health concerns, and respond appropriately as needed.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

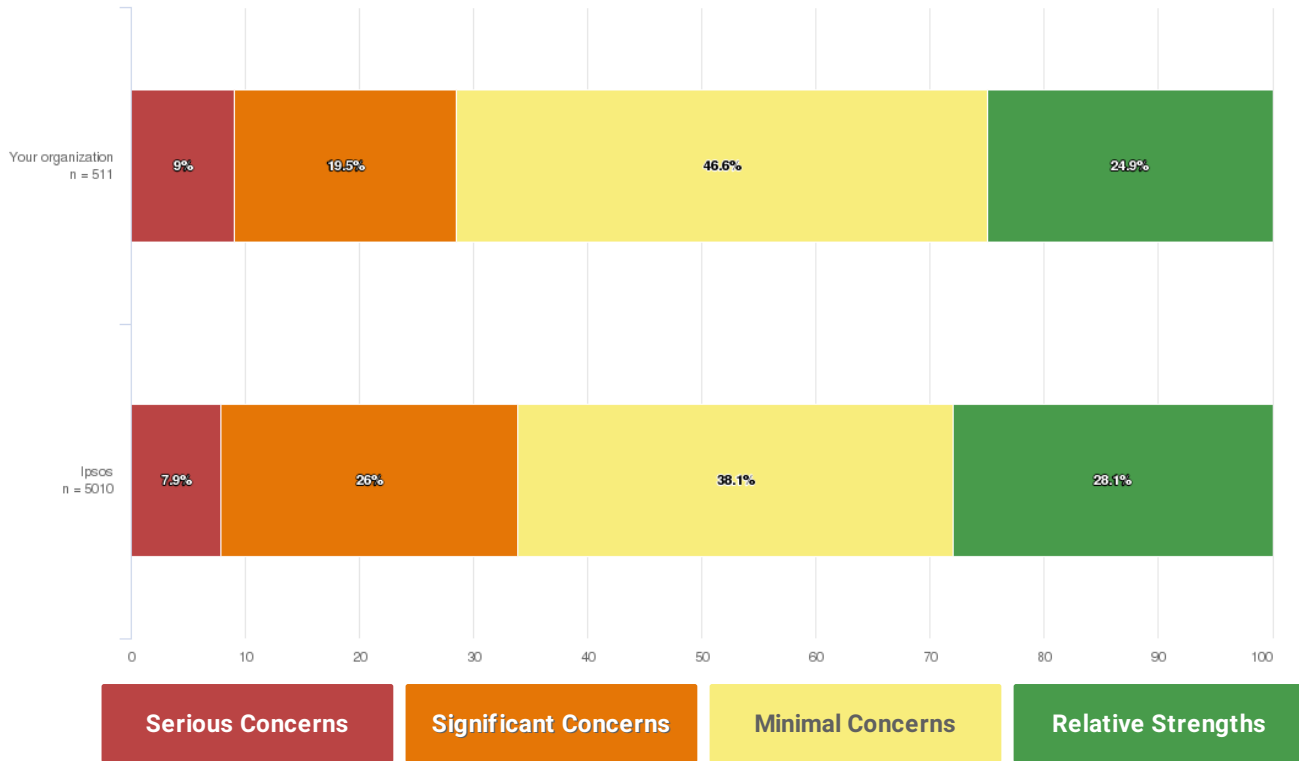
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer offers services or benefits that adequately address my psychological and mental health.
2. My supervisor would say or do something helpful if I looked distressed while at work.
3. I feel supported in my workplace when I am dealing with personal or family issues.
4. My workplace supports employees who are returning to work after time off due to a mental health condition.
5. People in my workplace have a good understanding of the importance of employee mental health.

PSR2: Organizational Culture

A work environment characterized by trust, honesty and fairness.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

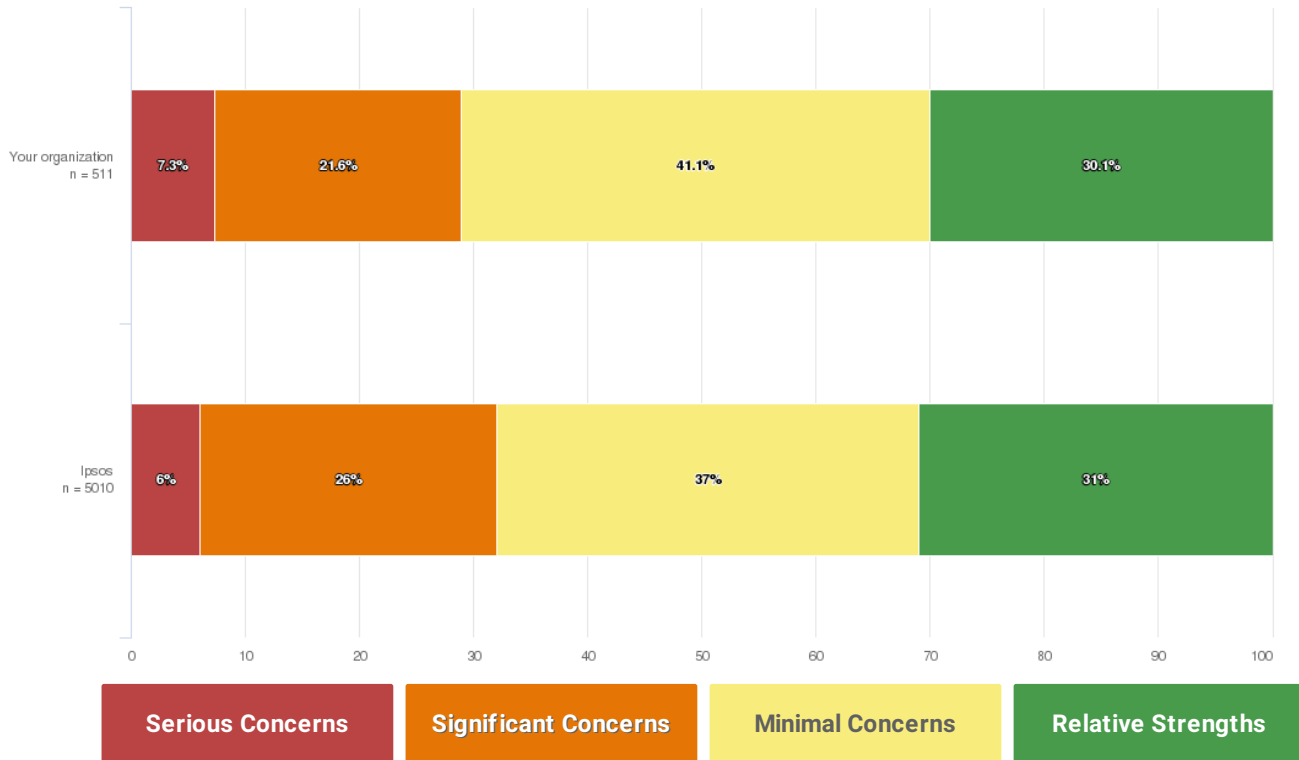
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. All people in our workplace are held accountable for their actions.
2. People at work show sincere respect for others' ideas, values and beliefs.
3. Difficult situations at work are addressed effectively.
4. I feel that I am part of a community at work.
5. Employees and management trust one another.

PSR3: Clear Leadership & Expectations

A work environment where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are impending changes.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. In my job, I know what I am expected to do.
2. Leadership in my workplace is effective.
3. I am informed about important changes at work in a timely manner.
4. My supervisor provides helpful feedback on my performance.
5. My organization provides clear, effective communication.

PSR4: Civility & Respect

A work environment where employees are respectful and considerate in their interactions with one another, as well as with customers, clients and the public.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

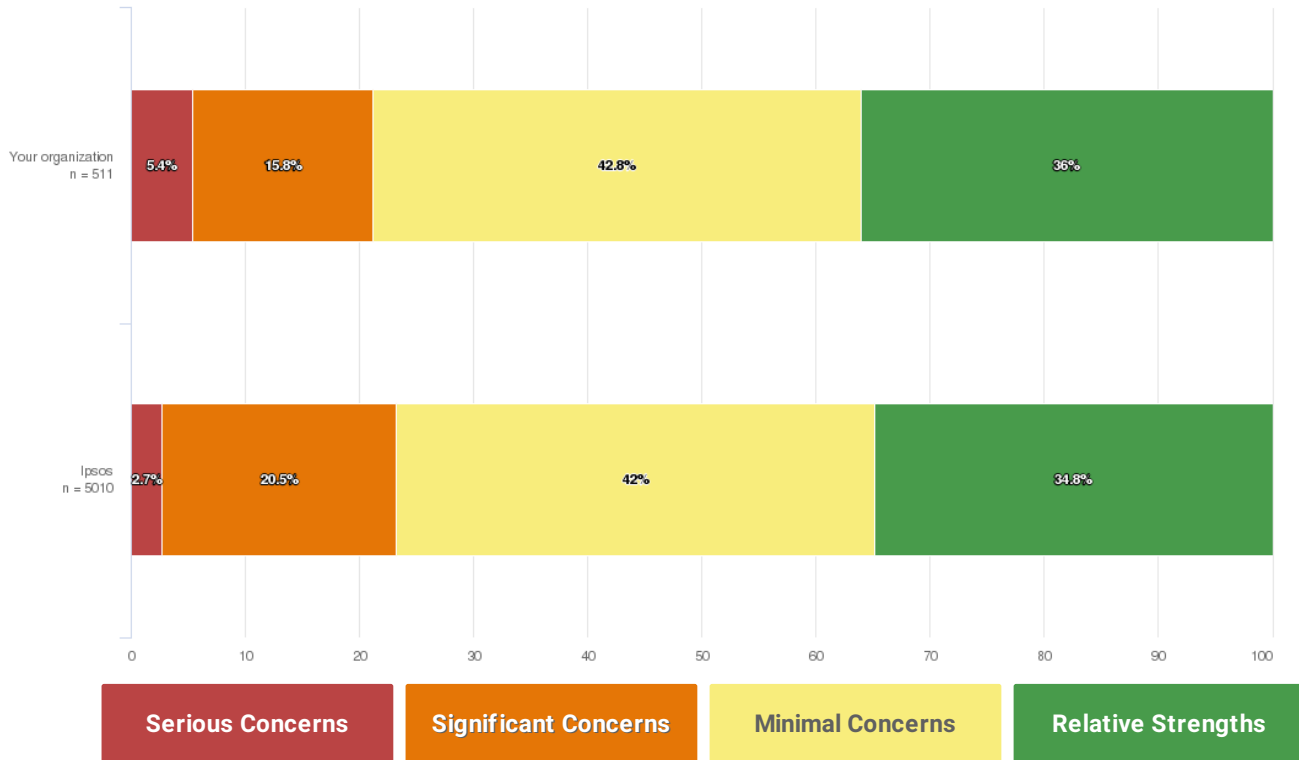
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. People treat each other with respect and consideration in our workplace.
2. Our workplace effectively handles "people problems" that exist between staff.
3. People from all backgrounds are treated fairly in our workplace.
4. Unnecessary conflict is kept to a minimum in our workplace.
5. My workplace has effective ways of addressing inappropriate behaviour by customers or clients.

PSR5: Psychological Job Fit

A work environment where there is a good fit between employees' interpersonal and emotional competencies, their job skills, and the position they hold.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

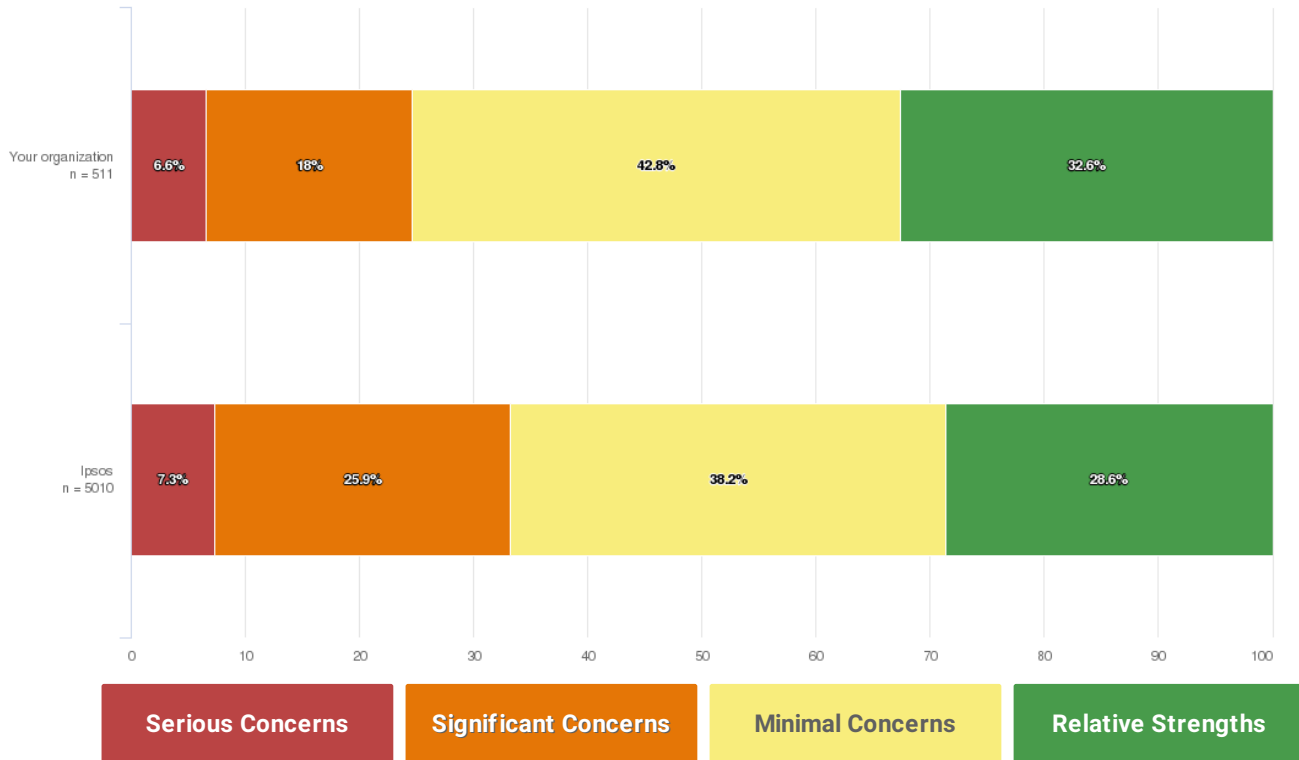
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. Hiring/promotion decisions consider the "people skills" necessary for specific positions.
2. My company hires people who fit well within the organization.
3. I have the social and emotional skills needed to do my job well.
4. My supervisor believes that social skills are as valuable as other skills.
5. My position makes good use of my personal strengths.

PSR6: Growth & Development

A work environment where employees receive encouragement and support in the development of their interpersonal, emotional and job skills.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I receive feedback at work that helps me grow and develop.
2. My supervisor is open to my ideas for taking on new opportunities and challenges.
3. I have the opportunity to advance within my organization.
4. My company values employees' ongoing growth and development.
5. I have the opportunity to develop my "people skills" at work.

PSR7: Recognition & Reward

A work environment where there is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

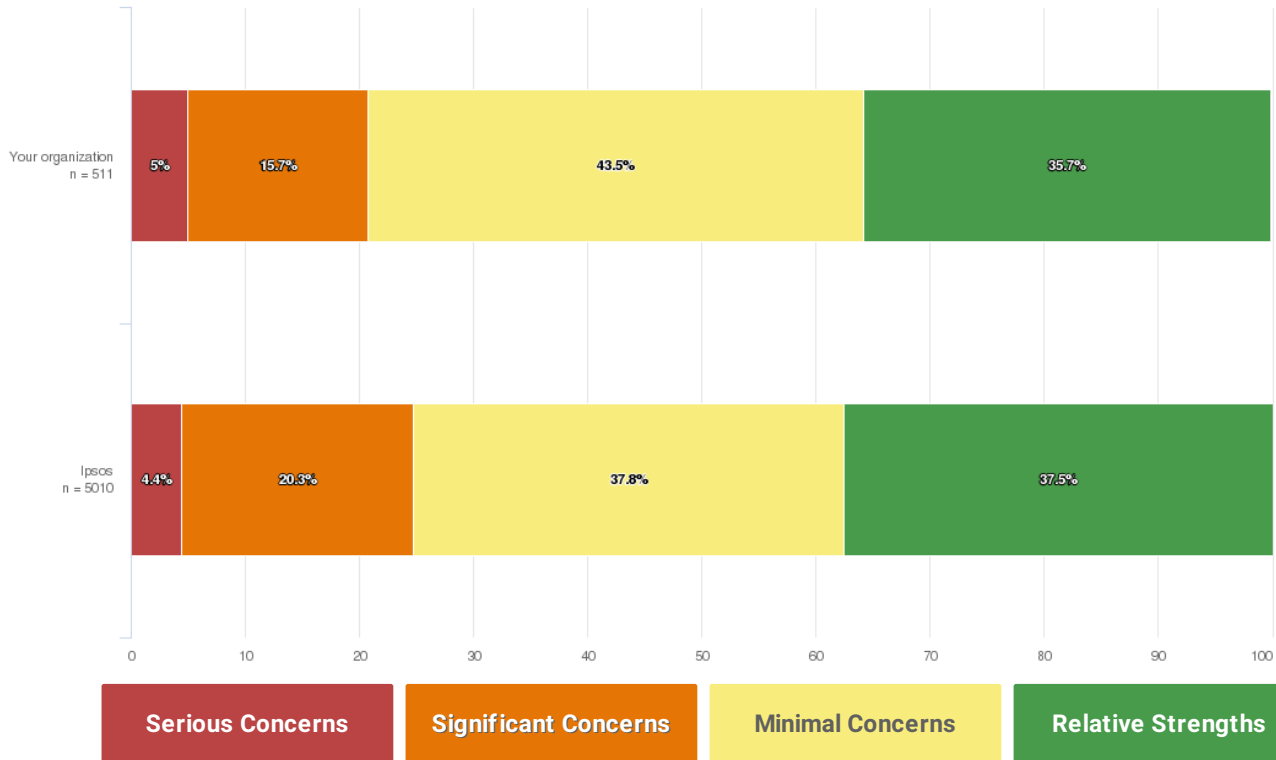
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My immediate supervisor appreciates my work.
2. I am paid fairly for the work I do.
3. My company appreciates extra effort made by employees.
4. Our organization celebrates our shared accomplishments.
5. My employer values my commitment and passion for my work.

PSR8: Involvement & Influence

A work environment where employees are included in discussions about how their work is done and how important decisions are made.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I am able to talk to my immediate supervisor about how I do my work.
2. I have some control over how I organize my work.
3. My opinions and suggestions are considered at work.
4. I am informed of important changes that may impact how my work is done.
5. My employer encourages input from all staff on important issues related to their work.

PSR9: Workload Management

A work environment where tasks and responsibilities can be accomplished successfully within the time available.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

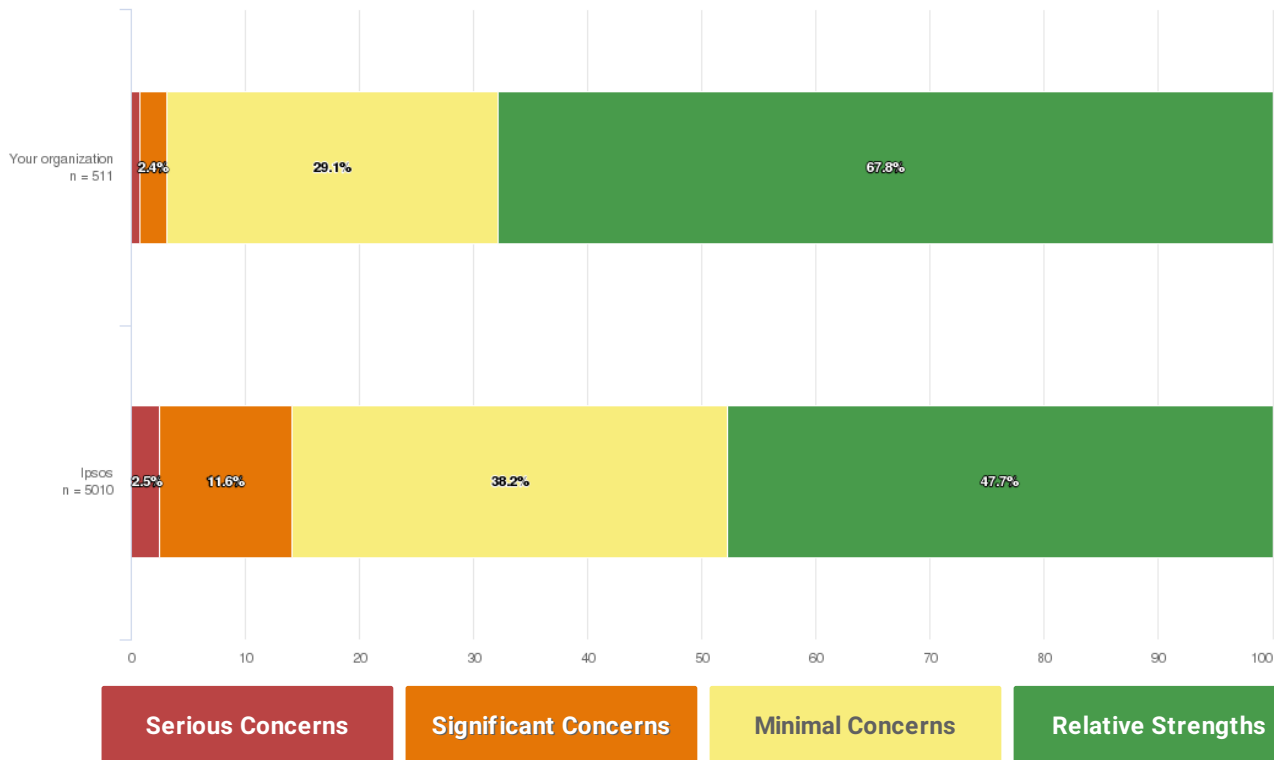
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. The amount of work I am expected to do is reasonable for my position.
2. I can talk to my supervisor about the amount of work I have to do.
3. I have the equipment and resources needed to do my job well.
4. My work is free from unnecessary interruptions and disruptions.
5. I have control over prioritizing tasks and responsibilities when facing multiple demands at work.

PSR10: Engagement

A work environment where employees enjoy and feel connected to their work, and where they feel motivated to do their job well.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

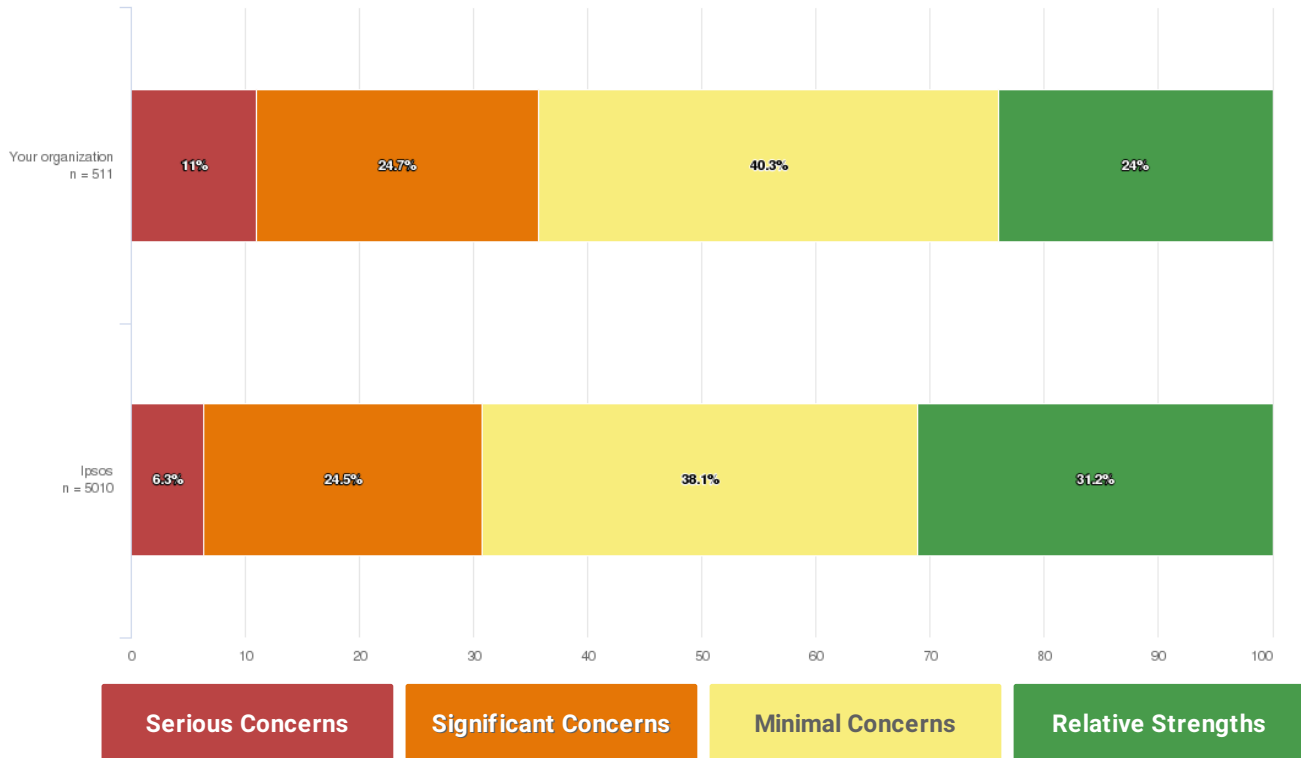
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I enjoy my work.
2. I am willing to give extra effort at work if needed.
3. My work is an important part of who I am.
4. I am committed to the success of my organization.
5. I am proud of the work I do.

PSR11: Balance

A work environment where there is recognition of the need for balance between the demands of work, family and personal life.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

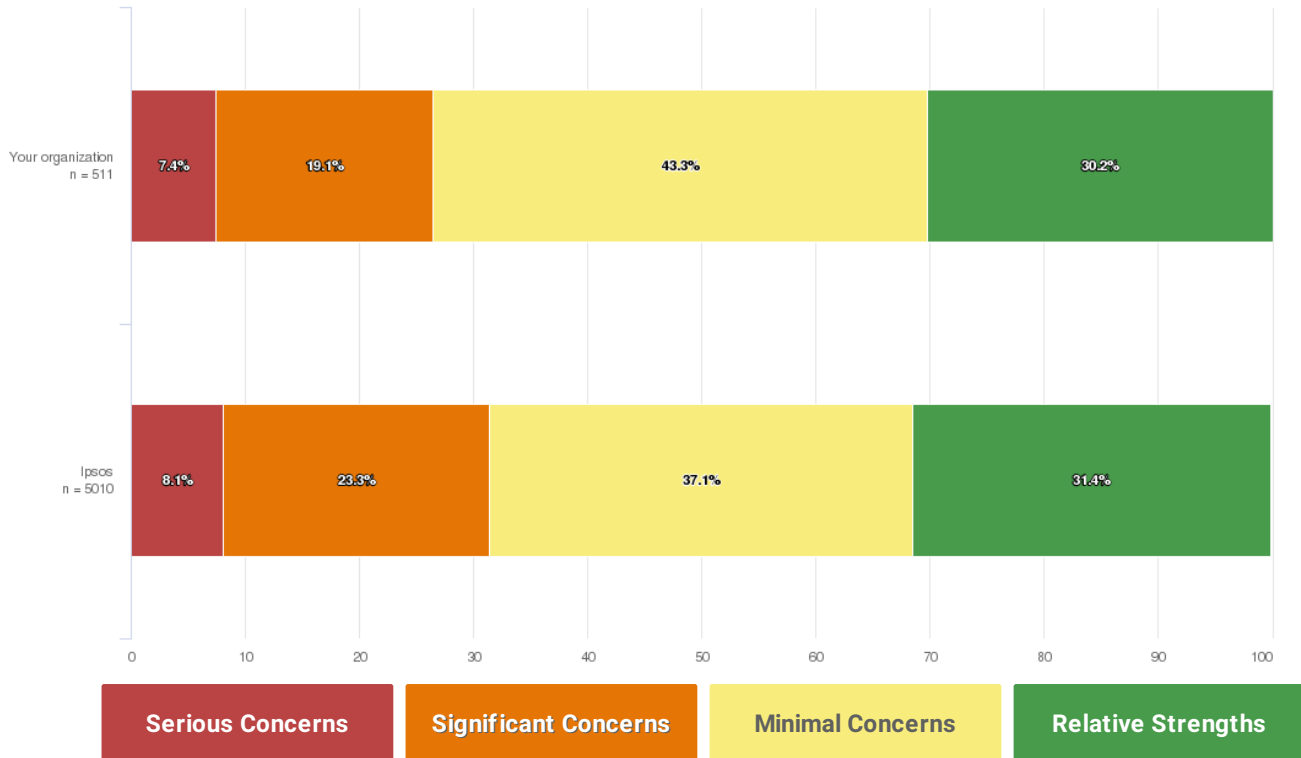
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer encourages me to take my entitled breaks (e.g., lunchtime, sick time, vacation time, earned days off, parental leave).
2. I am able to reasonably balance the demands of work and personal life.
3. My employer promotes work-life balance.
4. I can talk to my supervisor when I am having trouble maintaining work-life balance.
5. I have energy left at the end of most workdays for my personal life.

PSR12: Psychological Protection

A work environment where employees' psychological safety is ensured.

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

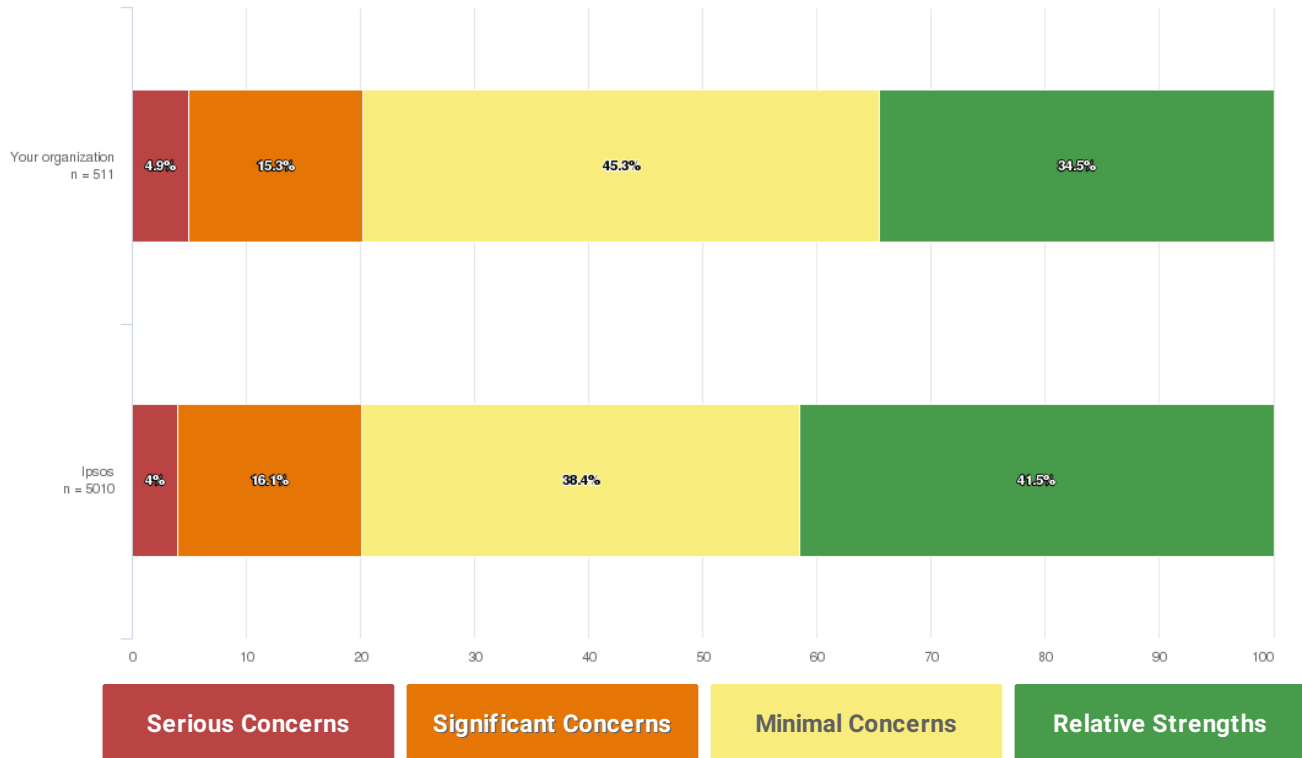
Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer is committed to minimizing unnecessary stress at work.
2. My immediate supervisor cares about my emotional well-being.
3. My employer makes efforts to prevent harm to employees from harassment, discrimination or violence.
4. I would describe my workplace as being psychologically healthy.
5. My employer deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).

PSR13: Protection of Physical Safety

A work environment where management takes appropriate action to protect the

Employee Responses: % by Area of Concern or Relative Strength



* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. Management takes appropriate action to protect my physical safety at work.
2. My employer offers sufficient training to help protect my physical safety at work (emergency preparedness, safe lifting, violence prevention).
3. When physical accidents occur or physical risks are identified, my employer responds effectively.
4. I have the equipment and tools I need to do my job in a physically safe way (protective clothing, adequate lighting, ergonomic seating).
5. My employer responds appropriately when workers raise concerns about physical safety.

Next Steps

Congratulations! You now have a profile of your organization (or work unit) and have the information needed to act. Refer to the Resources tab of the Guarding Minds at Work website for practical strategy and evidence-based suggested actions on how to improve the psychological health and safety in your workplace. It is also important to discuss the findings with employees to gain a better understanding of the results and to obtain input into possible interventions. Furthermore, it is important to evaluate these interventions taken over time to ensure they are effective and to take corrective action where needed. Refer to the Evaluation tools on the Resources tab of the Guarding Minds at Work website for help with this.

Remember that the psychosocial factors in your workplace are not going to change without action. Doing nothing is costly - commit to acting on these results. The results are of little value, and the survey process may actually have an adverse effect on employees if no meaningful and visible action follows. Keep in mind that efforts to address the psychological health and safety of a workplace are most likely to succeed when employers and employees work together.