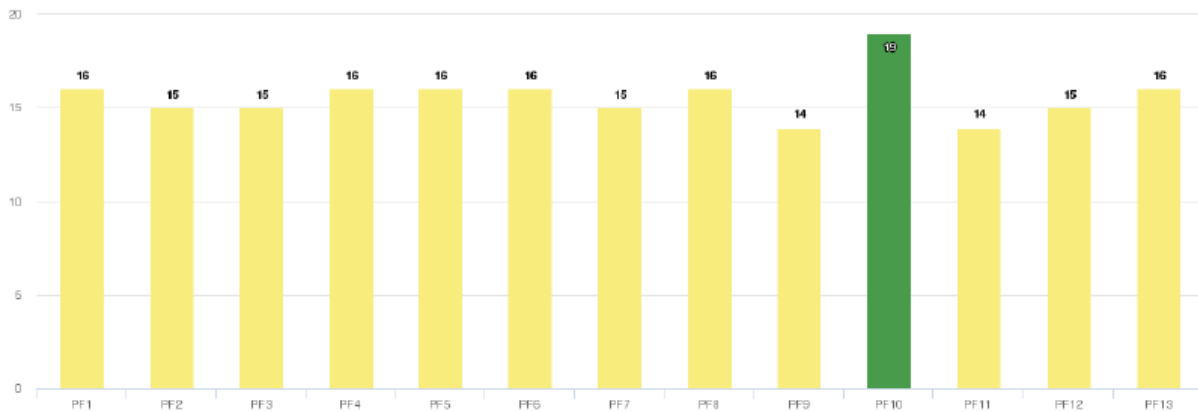


DISTRICT

| Department / Branch | |
|---|-------|
| Percentage of total employee respondents (n=511) | |
| CUPE | 37.4% |
| NOSTA | 54.2% |
| PVP/Exempt | 8.4% |

Mean Score Report

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



* 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

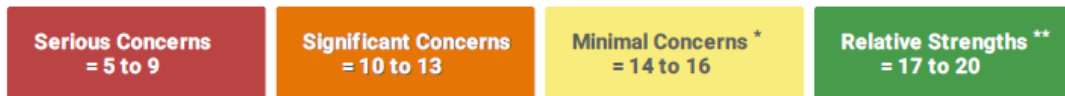
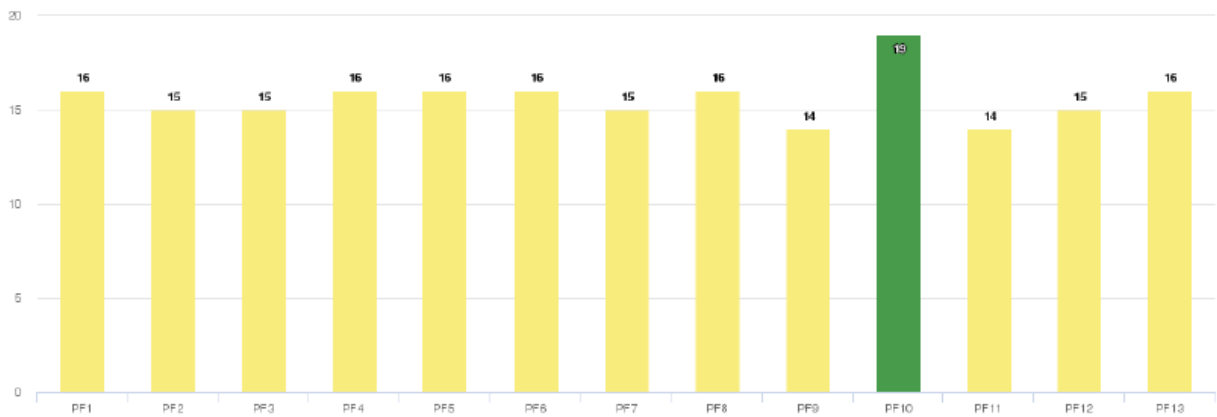
PF8: Involvement & Influence
 PF9: Workload Management
 PF10: Engagement
 PF11: Balance
 PF12: Psychological Protection
 PF13: Protection of Physical Safety

NOSTA

| Department / Branch | |
|--|--------|
| Percentage of total employee respondents (n=277) | |
| NOSTA | 100.0% |

Mean Score Report

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



* 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

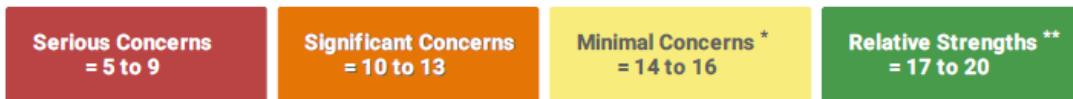
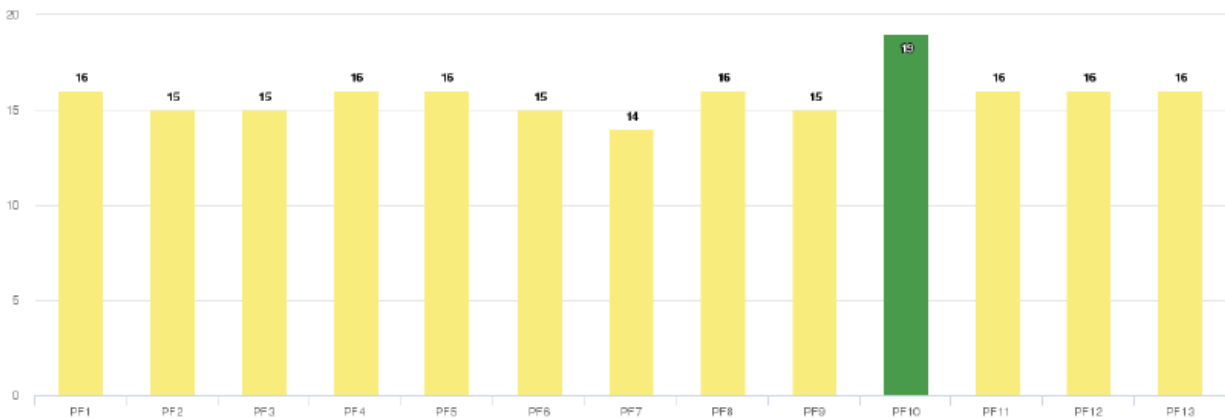
- PF8: Involvement & Influence
- PF9: Workload Management
- PF10: Engagement
- PF11: Balance
- PF12: Psychological Protection
- PF13: Protection of Physical Safety

CUPE

| Department / Branch | |
|--|--------|
| Percentage of total employee respondents (n=191) | |
| CUPE | 100.0% |

Mean Score Report

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



* 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

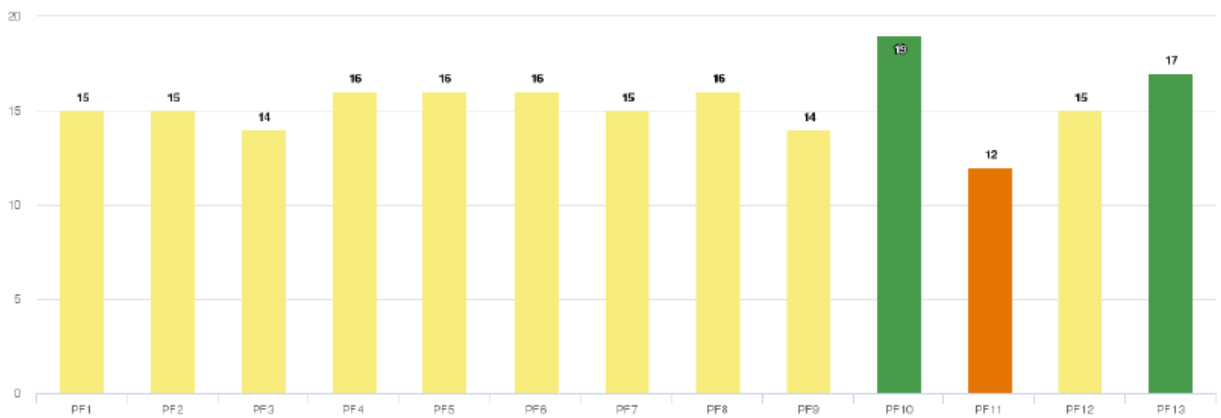
- PF8: Involvement & Influence
- PF9: Workload Management
- PF10: Engagement
- PF11: Balance
- PF12: Psychological Protection
- PF13: Protection of Physical Safety

PVP/Exempt

| Department / Branch | |
|---|--------|
| Percentage of total employee respondents (n=43) | |
| PVP/Exempt | 100.0% |

Mean Score Report

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



* 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