

Pulse Check Survey – Data tables for key concerns and priority ranking

November 2025

Notes: the groups covered here include EC, TR, Library of Parliament, and RCMP civilian members. Data are also included for members who skipped the classification question (“No data” line). Results for the Office of the Parliamentary Budget Officer are not reported due to the small number of responses received.

Breakdowns of classifications are not provided.

Noise has been added to the sample and small cell counts have been suppressed.

No comments analysis summary has been provided.

Indicate your level of concern regarding: Job losses or workforce adjustment (WFA) that could affect me or my workload						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP				15		
TR Group			13	63	60	39
EC Group	20	54	277	1020	1461	1428
RCMP CM	7		17	25	16	10
No data	9	17	50	169	304	250

Indicate your level of concern regarding: The increased use of artificial intelligence in my sector/job						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP				10	11	
TR Group			7	26	56	85
EC Group	38	215	1225	1487	887	405
RCMP CM			22	19	21	9
No data	10	48	236	300	140	74

Indicate your level of concern regarding: The security of my pension and my pension contributions						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			15		5	
TR Group			40	69	48	19
EC Group	14	49	1133	1261	1044	755
RCMP CM			16	21	17	20
No data	9	13	222	220	208	134

Indicate your level of concern regarding: Mandatory presence in the office (return to office mandate)						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP				7		10
TR Group	32	7	19	26	45	47
EC Group	35	193	347	555	933	2197
RCMP CM		10	17	10	12	25
No data	8	39	78	109	151	419

Indicate your level of concern regarding: Surveillance of my presence in-office						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			7	7		6
TR Group	53	7	43	29	20	23
EC Group	133	296	857	822	927	1211
RCMP CM		10	27	11	14	11
No data	28	57	162	154	184	214

Indicate your level of concern regarding: Surveillance of my work						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			15	6		
TR Group	5	8	72	50	29	12
EC Group	53	314	1695	1011	647	511
RCMP CM		6	37	14	10	6
No data	10	71	317	181	125	91

Indicate your level of concern regarding: Workplace health and safety (e.g., air quality, pests, fire safety)						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			19			
TR Group	38	9	68	34	18	9
EC Group	142	165	1398	1208	802	549
RCMP CM			30	23	13	5
No data	26	49	264	225	138	101

Indicate your level of concern regarding: Getting paid properly (e.g., Phoenix and Dayforce pay systems)						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			14	8		
TR Group			31	79	37	25
EC Group	88	77	1270	1524	765	544
RCMP CM	19		16	11	20	8
No data	15	19	230	283	145	114

Indicate your level of concern regarding: The employer's use of external contractors						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP	5		11			
TR Group	7	6	36	57	45	25
EC Group	190	454	1422	1169	655	369
RCMP CM	10	6	26	18	12	
No data	37	104	271	218	121	52

Indicate your level of concern regarding: Potential reversal of diversity, equity and inclusion (DEI) policies						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			9		8	
TR Group	9	28	56	57	12	14
EC Group	112	480	1415	1050	696	512
RCMP CM		8	26	26	10	
No data	22	104	300	172	115	90

Indicate your level of concern regarding: Changes in the workplace accommodation						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			6	7		
TR Group	24	12	55	52	26	7
EC Group	233	316	1118	1137	746	709
RCMP CM	8	7	19	17	13	11
No data	30	68	219	189	158	136

Indicate your level of concern regarding: Workplace harassment and discrimination						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			12	9		
TR Group	10	11	93	38	18	6
EC Group	143	225	1845	1188	497	367
RCMP CM			24	24	12	10
No data	25	58	348	211	105	59

Indicate your level of concern regarding: My mental health at work						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			6	7	7	6
TR Group			32	65	38	37
EC Group	24	99	777	1379	1061	916
RCMP CM				22	20	26
No data	6	30	158	245	209	161

Indicate your level of concern regarding: Right to disconnect						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			12		5	
TR Group	13	8	67	48	30	11
EC Group	131	205	1534	1228	720	427
RCMP CM			22	21	15	14
No data	25	42	281	222	155	74

Indicate your level of concern regarding: Increased workload						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			8	7	6	
TR Group			24	58	53	38
EC Group	34	103	843	1399	1164	715
RCMP CM			10	23	15	26
No data	12	23	167	236	227	144

Indicate your level of concern regarding: Lack of career advancement						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP			5	8		6
TR Group	10	26	60	40	26	16
EC Group	73	183	895	964	1067	1075
RCMP CM			10	13	16	32
No data	15	35	148	192	197	213

Indicate your level of concern regarding: Impacts of menstruation, fertility and menopause in the workplace						
	Not Applicable	Indifferent/ Don't Care	Not At All Concerned	Somewhat Concerned	Moderately Concerned	Seriously Concerned
LoP	5	6	6	7		
TR Group	33	23	40	51	26	
EC Group	829	419	1218	925	481	391
RCMP CM	10	8	18	19	11	10
No data	125	88	244	167	107	73

If you had to choose among these workplace issues, where should CAPE focus its attention? (Maximum of 3 answers per respondent)						
	LoP	TR Group	EC Group	RCMP CM	No Data	
Job losses/workforce adjustment	12	124	3144	31	596	
Artificial intelligence	10	109	572	7	104	
Pensions		37	1151	30	208	
Mandatory office presence	11	77	2876	31	533	
Surveillance of office presence	7		734	6	136	
Surveillance of my work			211		31	
Workplace health and safety		8	258		47	
Getting paid properly	5	49	696	24	143	
Contracting out		12	250		35	
Reversal of DEI policies		9	307		54	
Changes to accommodation framework			357	7	74	
Workplace harassment and discrimination			257	10	53	
Mental health at work	5	23	499	22	100	
Right to disconnect		9	204	8	45	
Increased workload	6	48	650	23	129	
Lack of career advancement		10	820	26	166	