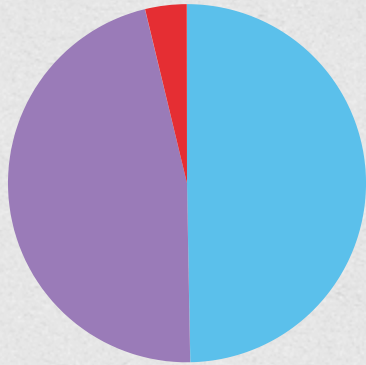




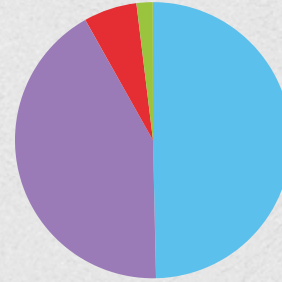
MACL EMPLOYEE SURVEY 2021 OVERVIEW

MACL's Culture is Healthy



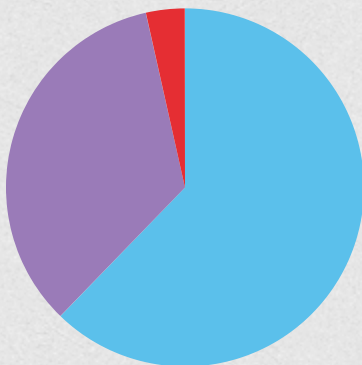
Strongly Agree (49.72%)
Agree (46.52%) Disagree (3.77%)

MACL Offers Opportunity for Growth



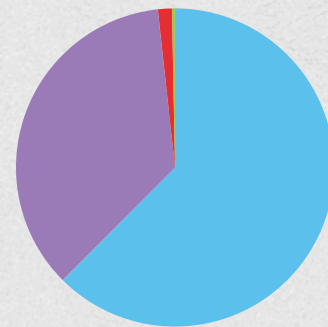
Strongly Agree (49.65%)
Agree (42.19%) Disagree (6.25%)
Strongly Disagree (1.91%)

MACL is a Fair Employer



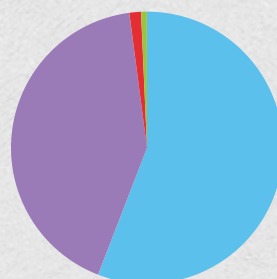
Strongly Agree (62.26%)
Agree (34.24%) Disagree (3.5%)

I am Respected at MACL



Strongly Agree (62.46%)
Agree (35.82%) Disagree (1.43%)
Strongly Disagree (0.29%)

MACL was Safe During the Pandemic

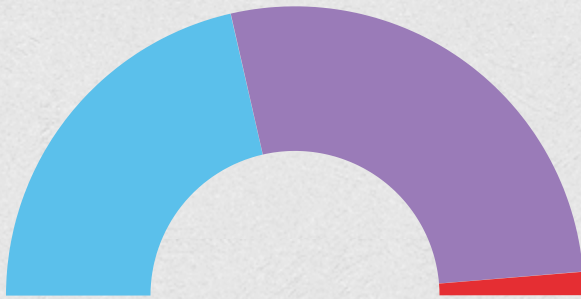


Strongly Agree (55.86%)
Agree (42.07%) Disagree (1.38%)
Strongly Disagree (0.69%)

78 of 131 staff Participated for a 60% Participation Rate

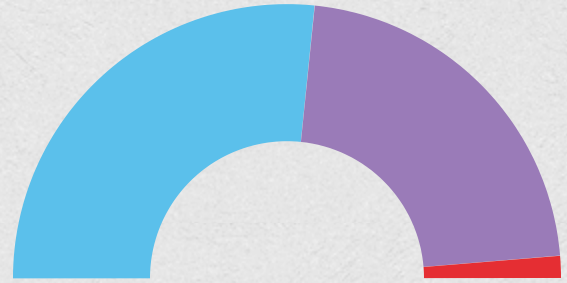
MACL Employee Survey Results 2021: MACL's Culture is Healthy

MACL is a good place to work.



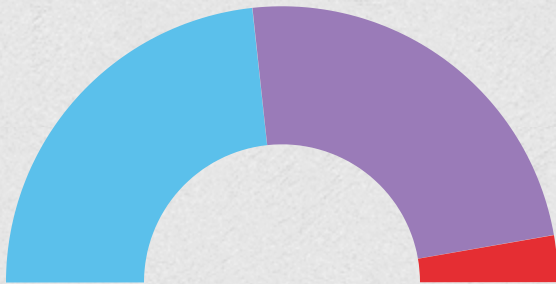
Strongly Agree (42.86%) Agree (54.55%)
Disagree (2.6%)

My team focuses on person/family centered services.



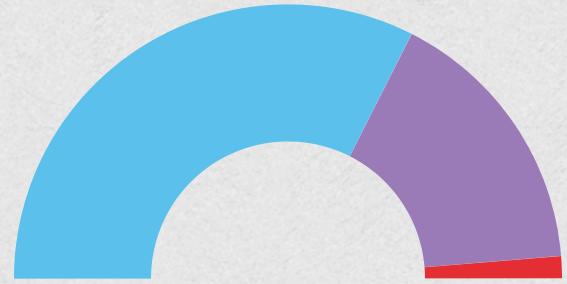
Strongly Agree (53.25%) Agree (44.16%)
Disagree (2.6%)

My work environment contributes to my ability.



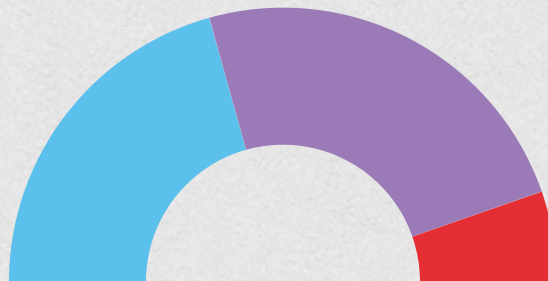
Strongly Agree (46.58%) Agree (47.95%)
Disagree (5.48%)

I feel comfortable approaching my immediate supervisor.



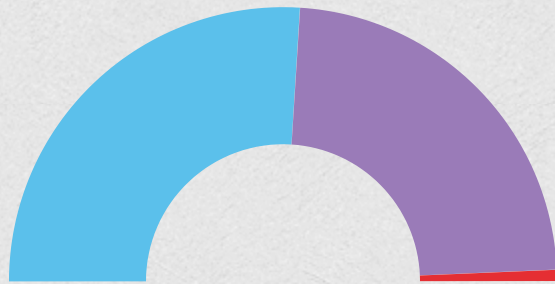
Strongly Agree (64.94%) Agree (32.47%)
Disagree (2.6%)

There is a strong feeling of teamwork and cooperation.



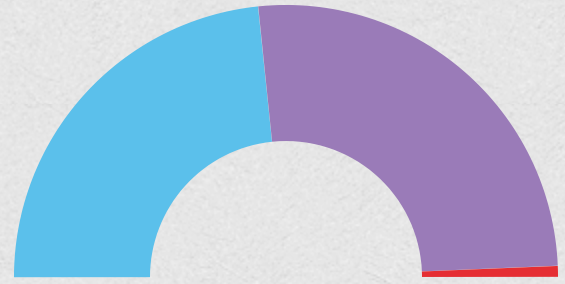
Strongly Agree (41.33%) Agree (48%)
Disagree (10.67%)

The Ethical Code of Conduct is a strong part of my workplace



Strongly Agree (52%) Agree (46.67%)
Disagree (1.33%)

I like working with the other members of my work group.

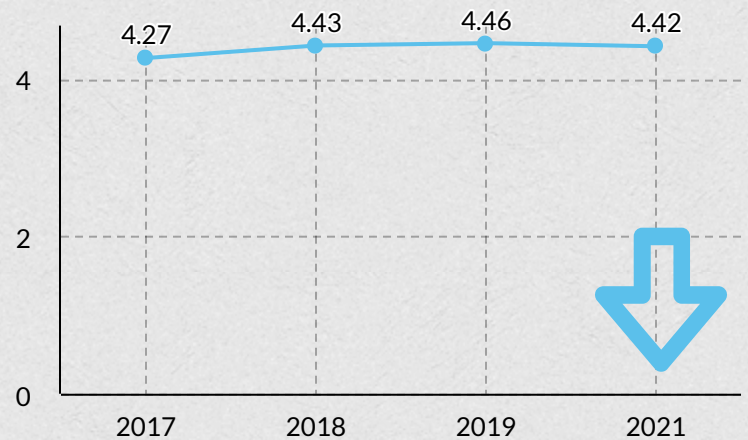


Strongly Agree (46.75%) Agree (51.95%)
Disagree (1.3%)

Aggregate Data: MACL Culture

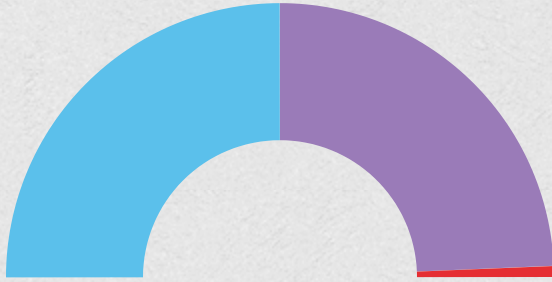


5 Year Trend: Culture



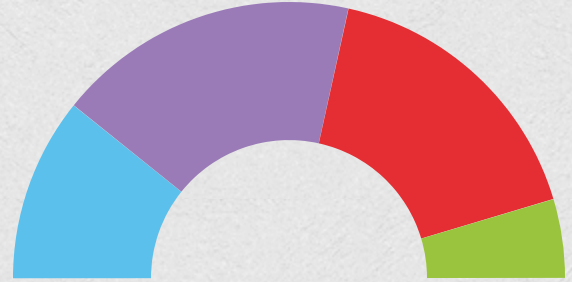
MACL Employee Survey Results 2021: MACL Offers Opportunity for Growth

I have opportunity to discuss professional goals annually



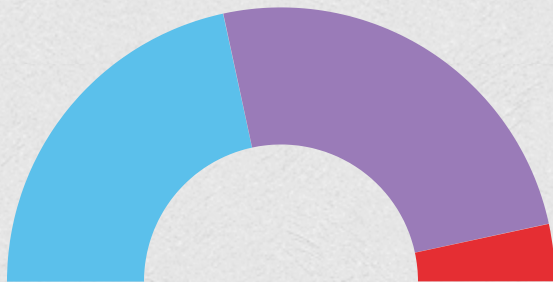
Strongly Agree (50%) Agree (48.68%)
Disagree (1.32%)

I have attended MACL's core training in the past year.



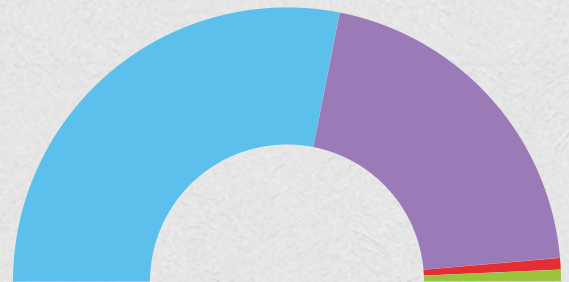
Strongly Agree (21.54%) Agree (35.38%)
Disagree (33.85%) Strongly Disagree (9.23%)

I receive the training I need to do my job well.



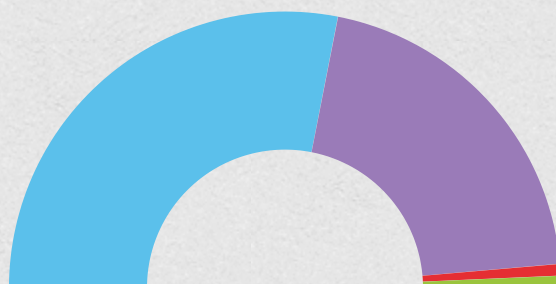
Strongly Agree (43.24%) Agree (50%)
Disagree (6.76%)

My supervisor encourages and supports my development in ...



Strongly Agree (56.16%) Agree (41.1%)
Disagree (1.37%) Strongly Disagree (1.37%)

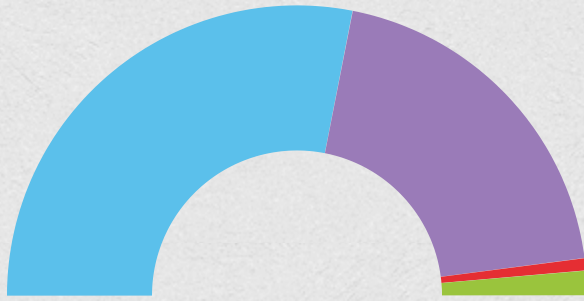
I am encouraged to learn from my mistakes.



Strongly Agree (56.16%) Agree (41.1%)
Disagree (1.37%) Strongly Disagree (1.37%)

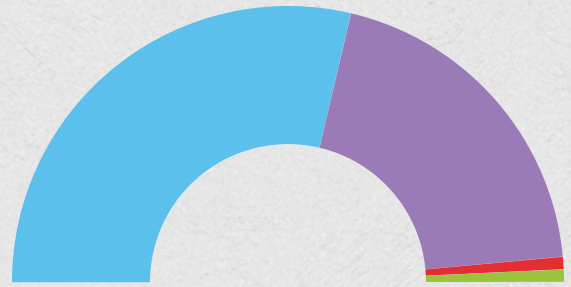
MACL Employee Survey Results 2021: MACL Offers Opportunity for Growth

My work is rewarding.



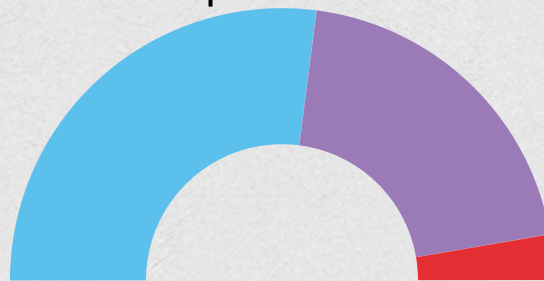
Strongly Agree (56.16%) Agree (39.73%)
Disagree (1.37%) Strongly Disagree (2.74%)

I have at least one role model or mentor at work.



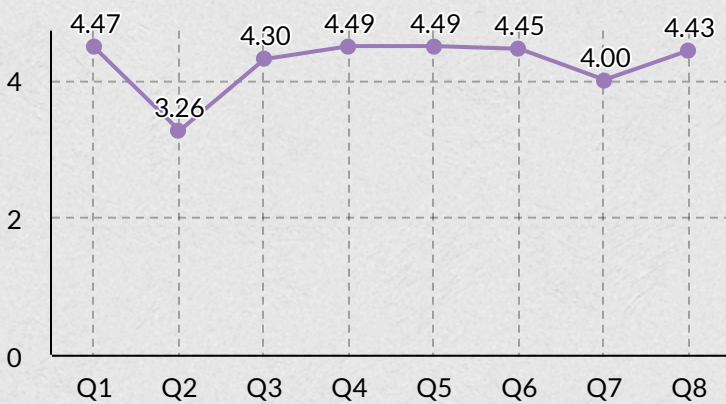
Strongly Agree (57.35%) Agree (39.71%)
Disagree (1.47%) Strongly Disagree (1.47%)

My supervisor is a good role model in person centered practice

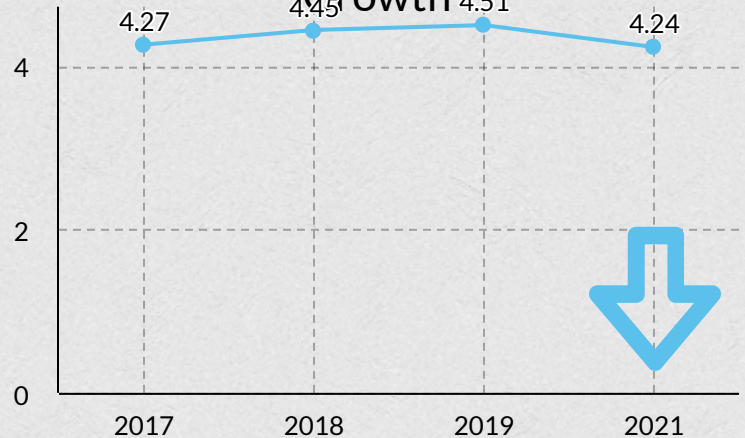


Strongly Agree (54.05%) Agree (40.54%)
Disagree (5.41%)

Aggregate Data: Opportunities for Growth

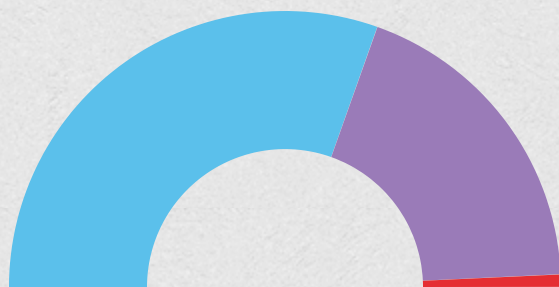


5 Year Trend Opportunities for Growth



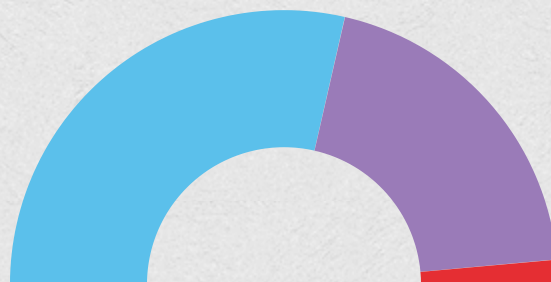
MACL Employee Survey Results 2021: MACL is a Fair Employer

My supervisor ensures the Collective Agreement is followed.



Strongly Agree (60.87%) Agree (37.68%)
Disagree (1.45%)

My supervisor is consistent when administering policies.



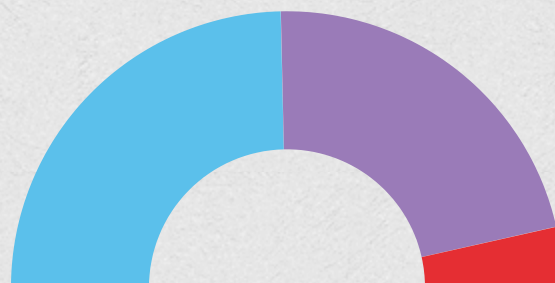
Strongly Agree (57.14%) Agree (40%)
Disagree (2.86%)

I am always treated fairly by my supervisor.



Strongly Agree (91.49%) Agree (6.38%)
Disagree (2.13%)

I am familiar with grievance/complaint procedure

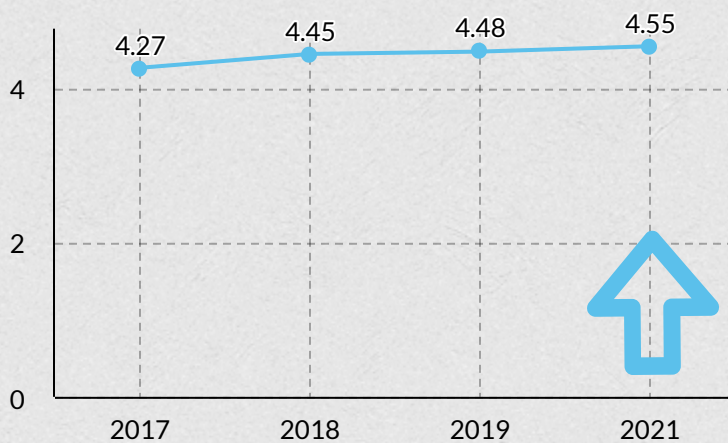


Strongly Agree (49.3%) Agree (43.66%)
Disagree (7.04%)

Aggregate Data: Fairness

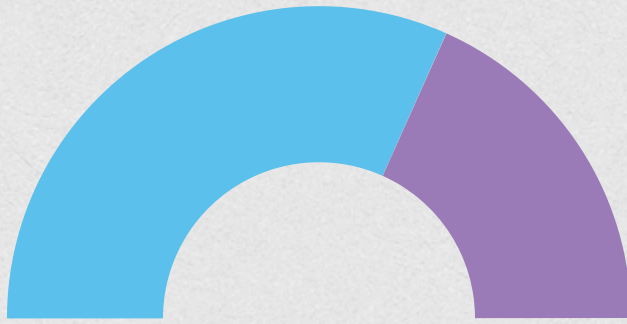


5 Year Trend Fairness



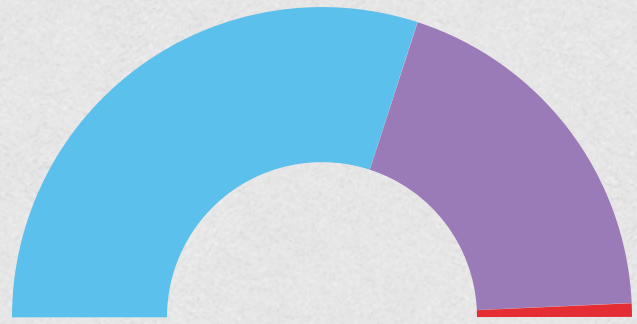
MACL Employee Survey Results 2021: I am Respected at MACL

My supervisor always treats me with respect.



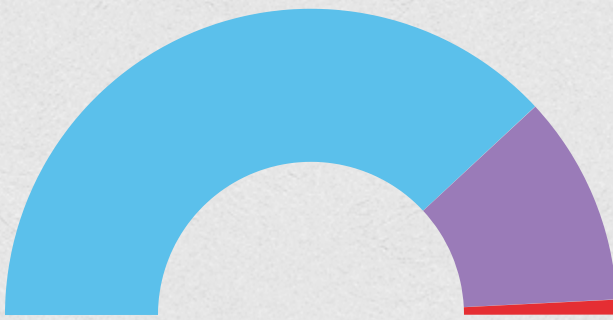
Strongly Agree (63.38%) Agree (36.62%)

My supervisor values my skills and the contributions I make.



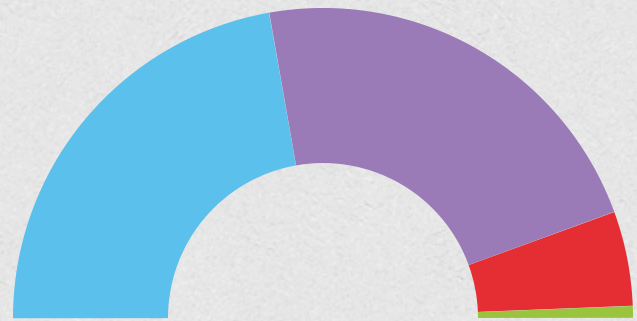
Strongly Agree (60%) Agree (38.57%) Disagree (1.43%)

Families and persons supported are treated with respect.



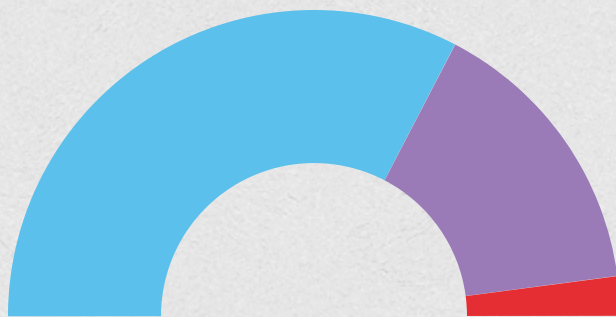
Strongly Agree (76.19%) Agree (22.22%) Disagree (1.59%)

My coworkers respect me as a person.



Strongly Agree (44.44%) Agree (44.44%) Disagree (9.88%) Strongly Disagree (1.23%)

I respect my supervisor as a competent professional.

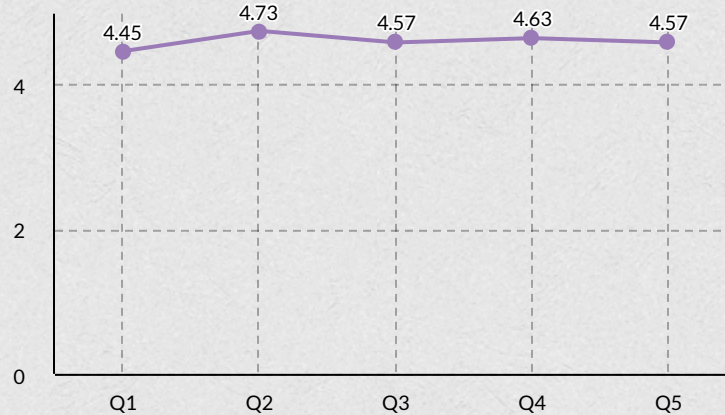


Strongly Agree (65.28%) Agree (30.56%) Disagree (4.17%)

5 Year Trend Respect

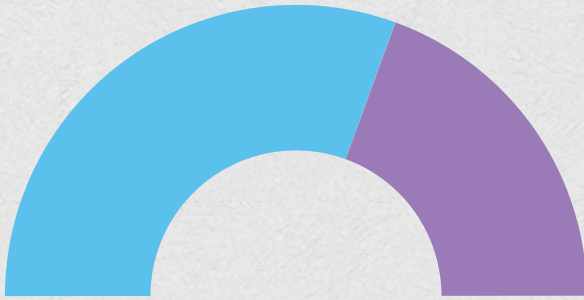


Aggregate Data: Respect



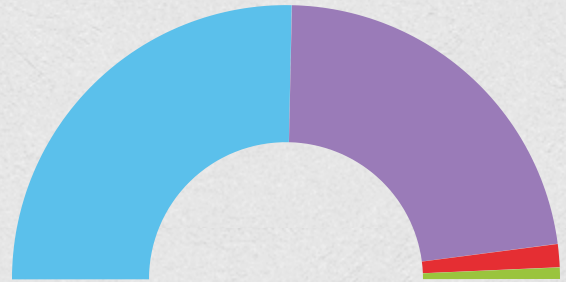
MACL Employee Survey Results 2021: MACL was Safe During the Pandemic

Are you familiar with MACL's Pandemic Continuity Plan?



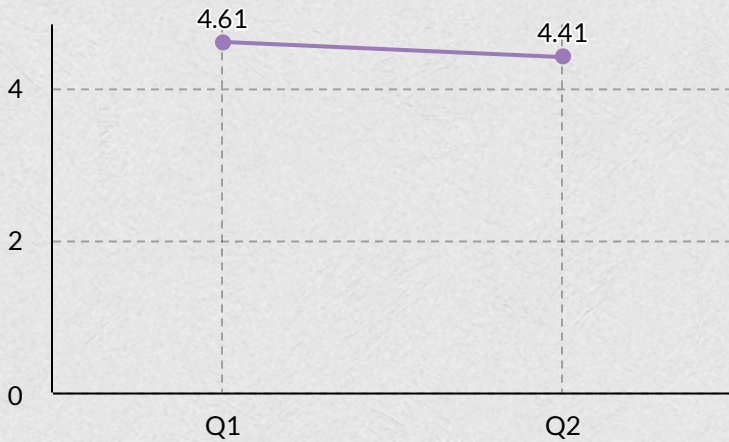
Strongly Agree (61.11%) Agree (38.89%)

Do you feel that MACL's Plan adequately addressed COVID19

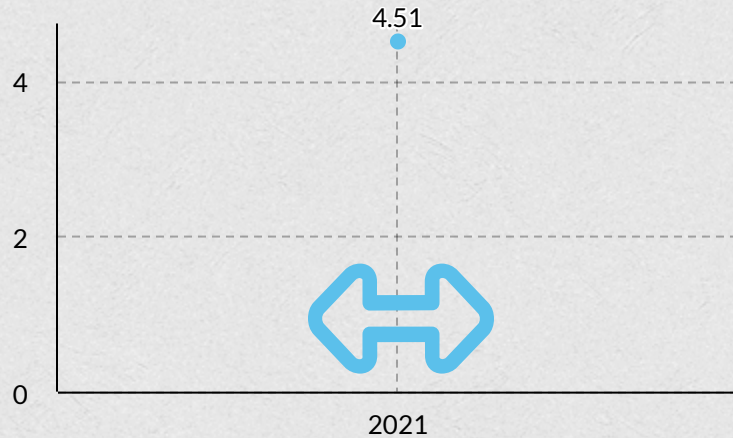


Strongly Agree (50.68%) Agree (45.21%)
Disagree (2.74%) Strongly Disagree (1.37%)

Aggregate Data: About COVID - 19



1 Year Trend COVID -19



Survey Participation by Site

