



2024 Nova Scotia Health Pulse Survey

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1.Q: Why am I filling out this survey?

A: We want to hear about your experience as a Nova Scotia Health employee or physician – the positives and the challenges you face every day. This survey is not just about gaining insights into your experience, it is a chance for you to contribute to positive changes within our workplace.

2.Q: How long will the survey be open?

A: The survey will be open January 30, 2024, and close February 20, 2024. You will have three full weeks to complete the survey however, we encourage you to complete it as soon as you can.

3.Q: How long will this survey take me to complete?

A: There are a total of 15 questions on the survey and it should take approximately five minutes to complete. For the first 14 questions, you will select your answer by choosing from a scale that ranges from “Strongly Agree” to “Strongly Disagree”. Question 15 provides an open text box for comments.

4.Q: Who sees my responses when I submit the survey?

A: Individual responses will be kept entirely confidential and will not be viewed by anyone (including management). Using employee identification numbers, it will be possible to sort data by zone, site and occupation. All data from this survey will be shared in a way that keeps everyone’s answers private and unidentifiable.

5.Q: Why is some of my information already filled out when I open the survey?

A: The unique survey link sent to your email is connected to your employee ID as a necessary part of the survey platform, but your survey responses are entirely confidential.

6.Q: What if I cannot finish the survey all at once?

A: The survey takes approximately five minutes to complete, and we strongly recommend completing it in one sitting. However, if you do need to pause and restart, **there is an option for you to close the survey and return later to finish and submit it.**

7.Q: What are my chances of winning a prize?

A: The number of gift cards available was decided based on the number of employees in each zone to make sure that each employee or physician’s chance of winning was **less than 1 in 1,000** if all employees complete the survey.

There is **one grand prize of \$2,024** available to anyone who completes the survey.



Note that the prize draws will be confirmed once complete however, to ensure confidentiality, names of prize winners will not be shared.

8.Q: What if I am a provincial employee and not based in a zone?

A: If your position is considered provincial, you will be entered into the prize draw for the geographical location where your office is based. For example, if you are a provincial employee who works from home in Halifax, you would be considered in the Central Zone pool.

9.Q: Do I have to complete the survey to be entered to win a prize?

A: Yes, the survey needs to be completed and submitted for your name to be entered into the draw.

10.Q: Can I fill the survey out more than once?

A: You can only fill out the survey once.

Once you complete the survey, you will receive an email confirming that your survey was completed and submitted.

11.Q: What is Nova Scotia Health going to do with the results?

A: We are committed to making the results of this survey count.

Aggregate/group responses will be reviewed by People Services senior leadership for discussion and action planning within the senior and executive leadership teams.

All employees and physicians will be able to see overall summaries of response data, such as the total number of responses for each zone or department, on the SharePoint page as this information becomes available.

Once the results are reviewed, you can expect more communication about next steps through our internal communications channels.

12.Q: I have filled out surveys before and I didn't see any change. What makes this one different?

A: Your experience is valid and valued. We are committed to making change, and we understand that trust is earned through action.

This survey is a chance for a fresh start and an opportunity for us to show you that we are committed to making changes that matter to you.



13.Q: Where can I find more information?

A: For more information, you can visit our SharePoint page [here](#), or contact TandODInquiries@nshealth.ca with “Pulse Survey” identified in the subject line.

14.Q: I cannot find my link or email to the survey; how do I get a new one?

A: If you did not receive your survey link, please reach out to TandODInquiries@nshealth.ca with “Pulse Survey” identified in the subject line.

Note: since the link sent to you in your email is unique, **you cannot share your link** with a colleague or friend even if they are a NSH employee or physician.

15.Q: What if I want to skip a question in the survey?

A: If you do not want to answer a question, select the "Not Applicable" option.

16. Q: How do I provide feedback about the survey?

A: [Click here](#) to access the 2024 Nova Scotia Health Pulse Survey feedback form on our Pulse Survey SharePoint homepage.

17.Q: Is there a paper copy of the survey to fill out?

A: The survey is online only. If you have accessibility needs which prevent you from filling out the survey, please contact the Pulse Survey team at TandODInquiries@nshealth.ca and include “Pulse Survey” in the subject line.

18.Q: Can I fill out this survey on my phone or other mobile device?

A: Yes, the survey link you receive in your email can be opened on any phone, desktop, or mobile device.

19.Q: Can managers fill out the survey?

A: Yes, any employee, manager, and/or physician are encouraged to fill out the survey. If you receive a unique link to complete the survey, it means you are qualified to fill out a survey.

If you did not receive a link in your email but you believe you should have, please review Question 14 above.

20.Q: Can volunteers or patients fill out the survey?

A: This specific 2024 Nova Scotia Health Pulse Survey is targeted toward employees and physicians, so only these groups are requested to fill out a survey for this launch. A survey for our volunteers is currently being planned.



21.Q: Can I still fill out this survey if I am on contract, part-time, a new hire, etc.?

A: Yes. Anyone with a unique link delivered to their email inbox can complete the survey.