

CPA's 2009 National Payroll Week Employee Survey



Canadian Payroll Association's 2009 National Payroll Week Employee Survey

INTRODUCTION

Thank you in advance for taking the time to complete The Canadian Payroll Association's (CPA's) 2009 National Payroll Week Employee Survey. This survey has been designed to be as efficient as possible while achieving the research objectives of the survey. Your responses will be completely confidential.

By fully completing this survey, you will be eligible to enter into a draw for one of three prizes. If you wish to be entered into the draw, we will need your name and your contact information. You can also choose to complete the survey anonymously.

Grand prize – The organization with the most employee responses relative to its size (response ratio) will win a Tim Horton's Breakfast Break for all employees of the organization (head office/location of payroll department in Canada), as well as a \$500 donation to the Tim Horton's Children's Foundation from the organization's payroll department.

All other respondents will be entered into a draw to win:

Second Prize – \$100 Tim Horton's Gift Card to a randomly selected employee and \$100 donation to the Tim Horton's Children's Foundation from the organization's payroll department.

Third Prize – \$50 Tim Horton's Gift Card to a randomly selected employee and \$50 donation to the Tim Horton's Children's Foundation from the organization's payroll department.

You can also choose to complete the survey without being entered for the draw or providing your name.

Framework Partners Inc. has been contracted by the CPA to conduct this survey.

The results of the Employee Survey will be aggregated; individual responses are strictly confidential and will be destroyed after being tabulated. No employer will have access to individual organizational data. The CPA will only use the aggregated results in its NPW communications program and other activities.

Thank you for your time and cooperation. If you have any questions or comments, do not hesitate to contact Alec Milne at amilne@framework-partners.com or by phone at 403-261-7077.

To see the letter of authorization concerning this survey, please copy the following address into your browser: [Authorization Letter](#).

Proceed >>

For more information about Framework Partners Inc, please visit our home page at: [Home](#)

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Confidentiality All responses are anonymous and confidential. The privacy of your responses has been protected in a number of ways:

- An external consultant, Framework Partners, is collecting and analyzing the results.
- Framework Partners is fully compliant with all privacy legislation. This survey is conducted in compliance with The Marketing Research and Intelligence Associations (MRIA) Code of Ethics.
- Responses will be grouped. **NO INDIVIDUAL RESPONSES WILL EVER BE ANALYZED OR REPORTED.**

Please respond to all questions, even if it is to say, "dont know."

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Part 1: Prize Draw Information

Please tell us your name and employer for the purposes of the draw. This information will not be shared with anyone and will be destroyed following the draw. If you do not wish to enter the draw, please leave these questions blank and click on the "continue" button at the bottom of the page.

First name:

Last name:

Employers organization name:

Please tell us how to contact you in the event that your name is drawn. Please provide either your work phone number with area code or your work email:

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Part 2: Profile

The next few questions deal with the organization for which you work.

Please tell us your employment status? Please check only one.

1. Employed full-time
2. Employed part-time (employed 30 hours or less per week)
3. Contract worker
4. Self-employed
5. Other (please specify) _____

What is your position within your organization? Please check only one.

1. Executive/senior management
2. Manager/supervisor
3. Non-management
4. Owner/partner
5. Other (please specify) _____

How many employees work at your organization in Canada? Please check only one.

1. None
2. 1-19 employees
3. 20-49 employees
4. 50-99 employees
5. 100-199 employees
6. 200-499 employees
7. 500-999 employees
8. 1000-1,999 employees
9. 2,000-9,999 employees
10. 10,000 employees or more
11. I do not know / not applicable

Indicate your organizations business/industry sector. Please check only one (the most applicable).(The following classifications follow the North American Industry Classification System (NAICS) - Canada that has replaced the Standard Industrial Classification (SIC). NAICS is a system for classifying establishments according to their primary activity.)

1. Accommodation and Food Services (NAICS # 72)
2. Administrative and Support (NAICS # 56)
3. Agriculture, Forestry, Fishing and Hunting (NAICS # 11)
4. Arts, Entertainment and Recreation (NAICS # 71)
5. Construction (NAICS # 23)
6. Educational Services (NAICS # 61)
7. Finance and Insurance (NAICS # 52)
8. Health Care and Social Assistance (NAICS # 62)
9. Information and Cultural Industries (NAICS # 51)
10. Management of Companies and Enterprises (NAICS # 55)
11. Manufacturing (NAICS # 31-33)
12. Mining, Oil and Gas Extraction (NAICS # 21)

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13. Other Services (except Public Administration) (NAICS # 81)
14. Professional, Scientific and Technical Services (NAICS # 54)
15. Public Administration (NAICS # 91)
16. Real Estate, Rental and Leasing (NAICS # 53)
17. Retail Trade (NAICS # 44-45)
18. Transportation and Warehousing (NAICS # 48 -49)
19. Utilities (NAICS # 22)
20. Wholesale Trade (NAICS # 41)
21. I do not know
22. Other (please specify) _____

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Part 3: Payroll, Tax, Deduction, Benefit and Employment Questions

How would you rate your understanding of the taxes, deductions, and benefit premiums that are shown on your pay statement? Please check only one.

1. Very good
2. Good
3. Somewhat good
4. Neither good nor poor
5. Somewhat poor
6. Poor
7. Very poor
8. I don't know / not applicable

How well do you think you need to understand your pay statement? Please check only one.

1. Very well
2. Well
3. Somewhat well
4. Neither well nor poorly
5. Somewhat poorly
6. Poorly
7. Very poorly
8. I don't know / not applicable

With respect to your level of pay, do you feel that you are paid: (Please check only one)

1. Much more than you are your worth
2. Somewhat more than you are your worth
3. More than you are your worth
4. What you are worth
5. Somewhat less than you are worth
6. Less than you are worth
7. Much less than you are worth
8. I don't know / not applicable

If you were overpaid on one of your pay statements, how likely is it that you would advise your employer? Please check only one. Please check only one.

1. Very likely
2. Likely
3. Somewhat likely
4. Neither likely nor unlikely
5. Somewhat unlikely
6. Unlikely
7. Very unlikely
8. I don't know / not applicable

If you were underpaid on one of your pay statements, how likely is it that you would advise your employer? Please check only one.

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1. Very likely
2. Likely
3. Somewhat likely
4. Neither likely nor unlikely
5. Somewhat unlikely
6. Unlikely
7. Very unlikely
8. I don't know / not applicable

If you found a colleague's pay statement on the floor, how likely is it that you would read it? Please check only one.

1. Very likely
2. Likely
3. Somewhat likely
4. Neither likely nor unlikely
5. Somewhat unlikely
6. Unlikely
7. Very unlikely
8. I don't know / not applicable

How likely is it that you would ever discuss your salary with others at your workplace, outside of your immediate supervisor? Please check only one.

1. Very likely
2. Likely
3. Somewhat likely
4. Neither likely nor unlikely
5. Somewhat unlikely
6. Unlikely
7. Very unlikely
8. I don't know / not applicable

Has the recession caused you to change your expectations regarding how much of a salary increase you'll receive over the next 12 months? Please check only one.

1. Yes, I now expect a large increase
2. Yes, I now expect a small increase
3. Yes, I now expect no increase
4. Yes, I now expect a small decrease
5. Yes, I now expect a large decrease
6. No, my expectations have not changed
7. Other (please specify) _____

How likely is it that you will be getting a salary increase over the next 12 months? Please check only one.

1. Very likely
2. Likely
3. Somewhat likely
4. Neither likely nor unlikely
5. Somewhat unlikely
6. Unlikely
7. Very unlikely

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8. I don't know / not applicable

How likely is it that you will be getting a salary decrease over the next 12 months? Please check only one.

1. Very likely
2. Likely
3. Somewhat likely
4. Neither likely nor unlikely
5. Somewhat unlikely
6. Unlikely
7. Very unlikely
8. I don't know / not applicable

Would you be willing to take a reduction in pay if your organization was in severe financial trouble? If so, would you be willing to take a pay cut between... (Please check only one)

1. 1 - 5% pay cut to keep your job
2. 6 - 10% pay cut to keep your job
3. 11 - 15% pay cut to keep your job
4. 16 - 20% pay cut to keep your job
5. 20% or more pay cut to keep your job
6. I am not willing to take a pay cut

Would you be willing to work fewer hours with a corresponding drop in pay to keep your job? If so, would you be willing to work... (Please check only one)

1. 1 - 2 hours less to keep your job
2. 3 - 5 hours less to keep your job
3. 6 - 10 hours less to keep your job
4. More than 10 hours less to keep your job
5. I am not willing to work fewer hours

Which of the following is the most important to you? Please check only one.

1. Receiving better health benefits from your employer
2. Receiving education funding from your employer
3. Receiving higher wages from your employer
4. Other (please specify) _____

If your employer could not provide an increase in wages, what increase in benefits, if any, would be the most important to you in order to keep you satisfied? Please rank from most important (1) to least important as applicable.

- Automobile and motor vehicle allowances _____
- Company pension plan _____
- Disability-related employment benefits _____
- Employer-paid group term life insurance premiums _____
- Gifts and awards _____
- Medical expenses _____
- Professional membership dues _____
- Provincial health care premiums (BC) _____

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- Registered retirement savings plan (RRSP) premiums _____
- Social events _____
- Tuition fees _____
- Other _____

How would you feel if your organization no longer gave you a printed pay statement, but instead provided you access to your pay statement records through an online portal (i.e., internal website) using a secure password? (Please check all that apply)

1. It would be easier for me
2. It would not matter to me
3. It would be an inconvenience to me
4. I would still be worried about the security of my personal financial information
5. My employer already does it and I like it
6. My employer already does it and I do not like it
7. I don't know / not applicable
8. Other (please specify) _____

How confident are you that your pay and the applicable taxes and benefits are accurate each payday? Please check only one.

1. Very confident
2. Confident
3. Somewhat confident
4. Neither confident nor unconfident
5. Somewhat unconfident
6. Unconfident
7. Very unconfident
8. I don't know / not applicable

If your pay cheque (i.e., payment of salary or wages) was delayed for a week, how difficult would it be to meet your current financial obligations? Please check only one.

1. Very difficult
2. Difficult
3. Somewhat difficult
4. Neither difficult nor manageable
5. Somewhat manageable
6. Manageable
7. Very manageable
8. I don't know / not applicable

What percentage of your pay cheque do you put toward savings? Please check only one.

1. 0%
2. 1-5%
3. 6-10%
4. 11-15%
5. 16-20%
6. 20% or higher
7. I prefer not to respond
8. I don't know / not applicable

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Are you trying to save more now than a year ago because of the economic uncertainty? Please check only one.

1. Yes, I am saving more now than a year ago
2. Yes, I am trying to save more than a year ago but I have been unable to do so
3. No, I am not trying to save more
4. I don't know / not applicable
5. Other (please specify) _____

This year, has your pay increase: (Please check only one)

1. Kept up with the cost of living
2. Fallen behind the cost of living
3. Exceeded the cost of living
4. I did not receive an increase this year
5. I dont know / not applicable

How much money do you think you'll need to retire comfortably? Please check only one.

1. \$250,000 or less
2. \$250,001 to \$500,000
3. \$500,001 to \$750,000
4. \$750,001 to \$1,000,000
5. \$1,000,001 and \$3,000,000
6. \$3,000,001 to \$5,000,000
7. More than \$5,000,000
8. I don't know / not applicable

If you won \$1 million in the lottery, what would you do with the money? Please choose the top 5 items in order of importance with "1" being the most important and "5" being the least important.

- Contribute as much as possible to a retirement savings plan _____
- Have a party _____
- Invest it (not part of a retirement savings plan) _____
- Pay off debt _____
- Spend it on personal items or vacations _____
- Share it with family members _____
- Start a business _____
- Buy a house (or a new house) _____
- Other (please specify below) _____

Other from previous question:

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Are you working more hours now than a year ago? Please check only one.

1. Much more hours
2. More hours
3. Somewhat more hours
4. About the same
5. Somewhat less hours
6. Less hours
7. Much less hours
8. I don't know / not applicable

Over the next year do you think the economy in your town or city will: (Please check only one)

1. Strongly improve
2. Improve
3. Somewhat improve
4. Stay the same
5. Somewhat worsen
6. Worsen
7. Strongly worsen
8. I don't know / not applicable

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Part 4: Respondent Profile

The next few questions will help us better understand and categorize your responses. Please note that all responses are confidential and that no individual response will be analyzed.

Please indicate your gender:

1. Female
2. Male
3. I prefer not to answer

Please indicate your age:

1. Less than 18
2. 18-34
3. 35-54
4. 55-65
5. Over 65
6. I prefer not to answer

Please indicate which province or territory you live in:

1. Alberta
2. British Columbia
3. Manitoba
4. New Brunswick
5. Newfoundland and Labrador
6. Northwest Territories
7. Nova Scotia
8. Nunavut
9. Ontario
10. Prince Edward Island
11. Quebec
12. Saskatchewan
13. Yukon
14. Other (please specify) _____

What is your family status?

1. Married/partnered with children
2. Married/partnered without children
3. Single/separated/divorced/widowed with children
4. Single/separated/divorced/widowed without children
5. I prefer not to answer

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Part 5: Survey Wrap Up

Is there anything not covered in this survey that you think is important for the CPA to know?

Thank you for your time and efforts. Your survey is complete.

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