

# State of the FI Community Survey 2016: Report Card



Department	Professional Development									Leave			
	PD attendance	Lang training approvals	PD request approvals	Opinion on PD opps	PD meeting job reqs	PD exceeding job reqs	PD for career advancement	Lang training opportunities	Strictness of PD approval	Leave request approvals	Days worked sick	Sick leave usage	Leave request comfort
Agriculture and Agri-Food Canada											√		
Canada Border Services Agency	X	X	X	X		X	X	X	X	X		X	
Correctional Services Canada	X		X	X	X				√		X		
Department of Justice	√	√										√	
Department of National Defence		X		√									
Employment and Social Development Canada													
Environment and Climate Change Canada			√		X	√						X	√
Fisheries and Oceans Canada					X	√			X				√
Global Affairs Canada													
Health Canada			√				X	X					
Immigration, Refugees and Citizenship Canada	√	√		√	√		√	√	√	√		√	√
Indigenous Affairs and Northern Development Canada		X							√	X	X		X
Industry, Science and Economic Development Canada					√		√	√		X	√	√	
Natural Resources Canada													X
Public Services and Procurement Canada						√							
Royal Canadian Mounted Police													
Shared Services Canada		√				X			X	√			
Statistics Canada	√			√	√		√	√					X
Transport Canada	X		X	X		X	X	X		√	X		
Treasury Board Secretariat			√								√	X	

√ = among top 3 departments

X = among bottom 3 departments

The report card above was created based on the 2016 FI State of the Community survey results. The survey was conducted in September and October 2016. The 20 departments with a minimum of 20 survey responses and a minimum confidence rating of 95% +/- 20% are shown above. Each department's ranking in each category was determined based on responses to specific questions from the survey completed by 1453 FIs represented by ACFO in the federal public service. The breakdown of each category and the factors/questions that determined each department's rank is listed in the 'Ranking Breakdown' tab below. The link to the survey question, for reference, is <http://www.acfo-acaf.com/wp-content/uploads/2017/02/Survey-Questions-ENG.pdf>

Department	Work-Life Balance									Job Satisfaction			
	OT claimed vs worked	Flex work approvals	Working flex work	Ease of OT claims	Workload volume	Able to attend life events	Effects of stress	Work/life support	Flex work opps	Job enjoyment	Positivity of environment	Suervisor relations	Colleague relations
Agriculture and Agri-Food Canada					√			√					
Canada Border Services Agency				X			X	X		X	X	X	
Correctional Services Canada	X	√				X	X		√		X		√
Department of Justice				√					√				
Department of National Defence		X	X			√				√			
Employment and Social Development Canada											√	√	
Environment and Climate Change Canada			√							X			X
Fisheries and Oceans Canada	X				√		√	√					
Global Affairs Canada	X		X		X			X		√			
Health Canada		X		√					X			√	X
Immigration, Refugees and Citizenship Canada	√			√	X				√		√	√	
Indigenous Affairs and Northern Development Canada						X	X	X			X		X
Industry, Science and Economic Development Canada			√		√	√	√					X	√
Natural Resources Canada		X		X						√		X	
Public Services and Procurement Canada													
Royal Canadian Mounted Police	√							√					
Shared Services Canada				X		X			X	X			
Statistics Canada		√	X				√		X		√		√
Transport Canada		√	√		X	√							
Treasury Board Secretariat	√												

√ = among top 3 departments

X = among bottom 3 departments

Category	Determination of Ranking	Top Ranking	Bottom Ranking
PD attendance	Percentage of respondents who attended professional development initiatives in the last 12 months (Q11)	Departments with the highest percentage	Departments with the lowest percentage
Language training request approvals	Percentage of language training requests that were approved	Departments with the highest percentage	Departments with the lowest percentage
PD request approval	Percentage of professional development requests that were approved	Departments with the most opportunities for language training	Departments with the fewest opportunities for language training
Opinion on PD opportunities	Opinions on department's opportunities for professional development on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on PD received to meet job requirements	Opinions on training received to meet job requirements on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on PD received to exceed job requirements	Opinions on training received to exceed job requirements on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on PD received for career advancement	Opinions on training received for career advancement on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on language training opportunities	Opinions on department's opportunities for language training on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on strictness of PD approval	Opinions on department's strictness of professional development approval on a scale of 1 (very low) to 5 (very high)	Departments with the highest average	Departments with the lowest average
Leave request approvals	Percentage of leave requests approved in the last 12 months	Departments with the highest percentage	Departments with the lowest average
Worked sick	Percentage of respondents who reported they went to work while sick in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Used up sick leave	Percentage of respondents who indicated they have used up their allotted sick leave for the year in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Comfort with requesting leave	Opinions on comfort with requesting leave on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average

Category	Determination of Ranking	Top Ranking	Bottom Ranking
Median overtime hours worked vs claimed	Median interval of overtime hours respondents worked in the last 12 months vs median interval of overtime hours respondents claimed in the last 12 months	Departments with the number of hours claimed closest to the number of hours worked	Departments with the number of hours claimed furthest from the number of hours worked
Flexible work request approvals	Percentage of requests for flexible work arrangements (ex. Telework, compressed, part-time, flexible hours and/or LWIA) in the last 12 months that were approved	Departments with the highest percentage	Departments with the lowest percentage
Working under flexible work arrangements	Percentage of respondents who indicated that they are working under some form of flexible working arrangement (ex. Telework, compressed, part-time, flexible hours and/or LWIA)	Departments with the highest percentage	Departments with the lowest percentage
Opinion on ease of claiming overtime	Opinions on the ability to claim all overtime hours worked on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on heaviness of workload	Opinions on respondent's agreement with the statement 'I often work through my lunch hour due to a heavy workload or to meet deadlines' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Ability to attend important home life events	Opinions on the ability to rarely miss important life events due to work on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Effects of workplace stress on mental health	Opinions on respondent's agreement with the statement 'Stresses from the workplace have affected my mental health' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Opinion on work/life balance support	Opinions on the level of work/life balance support provided by the department on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on flexible work opportunities	Opinions on the opportunities to work under flexible arrangements provided by the department on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Job enjoyment	Opinions on the level of job enjoyment on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on positivity of work environment	Opinions on the level of positivity in their department's work environment on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with supervisor	Opinions on respondent's agreement with the statement 'I have a positive working relationship with my supervisor' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with colleagues	Opinions on respondent's agreement with the statement 'I have a positive working relationship with my coworkers' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average