

State of the FI Community Survey 2016

Agriculture and Agri-Food Canada

Overall AAFC performance

❖ High-performing areas

- **Days worked sick and leave:** Low days worked sick, improvements since 2015, low usage of sick leave and significant improvements compared to the public service (PS)
- **Work/life balance:** High opinions and improvements since 2015 (excluding mental health)
- **Positive work environment:** Higher than PS average and improvement since 2015
- **Job satisfaction/work relationships:** High satisfaction and excellent working relationships

❖ Average-performing areas

- **Professional development:** High attendance, good approval ratings and good opinions on PD opportunities, but some decreases since 2015 and compared to the 2016 PS
- **Language training:** High approval rating, but lower opinions on opportunities than the PS and since 2015
- **Overtime worked/claimed:** Working less OT hours than PS but not all hours are claimed
- **Flexible work arrangements:** Approval increases, but fewer FIs working under flexible work arrangements and moderate opinions on flexible work opportunities

Category	2016 PS results	2016 AAFC results	Variance	2015 AAFC results	Percent change
Professional development					
PD attendance	89%	90%	↑ 1%	N/A	N/A
Language training request approvals*	76%	86%	↑ 13%	75%	↑ 15%
PD request approvals*	88%	88%	-	86%	↑ 2%
Opinion on PD opportunities**	3.74	3.69	↓ 1%	3.76	↓ 2%
Opinion on PD received to meet job requirements**	3.97	4.03	↑ 2%	3.83	↑ 5%
Opinion on PD received to exceed job requirements**	3.21	3.37	↑ 5%	3.04	↑ 11%
Opinion on PD received for career advancement**	3.22	3.35	↑ 4%	3.07	↑ 9%
Opinion on language training opportunities**	2.79	2.61	↓ 6%	2.83	↓ 8%
Opinion on strictness of PD approval***	2.88	2.93	↑ 2%	2.85	↑ 3%
Leave					
Leave request approvals*	93%	93%	-	100%	↓ 7%
Worked sick*	80%	59%	↓ 27%	90%	↓ 34%

Category	2016 PS results	2016 AAFC results	Variance	2015 AAFC results	Percent change
Median days worked sick*	1-3	1-3	-	1-3	-
Worked sick due to heavy workload*	55%	39%	↓ 29%	64%	↓ 39%
Used up sick leave****	15%	5%	↓ 67%	7%	↓ 29%
Comfort with requesting leave**	4.19	4.41	↑ 5%	3.86	↑ 14%
Work/life balance					
Median overtime hours worked*	10-19	1-9	↓ 1 interval	0-9	N/A
Median overtime hours claimed*	0	0	-	0-9	N/A
Flexible work request approvals*	77%	79%	↑ 3%	61%	↑ 30%
Working under flexible work arrangements*	43%	39%	↓ 9%	N/A	N/A
Opinion on ease of claiming overtime**	3.24	3.11	↓ 4%	3.00	↑ 4%
Opinion on heaviness of workload***	3.42	3.03	↓ 11%	3.59	↓ 16%
Ability to attend important home life events**	3.84	3.97	↑ 3%	4.00	↓ 1%
Effects of workplace stress on mental health***	3.21	3.31	↑ 3%	3.04	↑ 9%
Opinion on work/life balance support**	3.57	3.86	↑ 8%	3.82	↑ 1%
Opinion on flexible work opportunities**	3.30	3.29	-	3.19	↑ 3%
General / Positive work environment					
Job enjoyment**	4.00	4.10	↑ 3%	3.97	↑ 4%
Opinion on positivity of work environment**	3.50	3.63	↑ 4%	3.21	↑ 13%
Opinion on relationship with supervisor**	4.20	4.34	↑ 3%	4.21	↑ 3%
Opinion on relationship with colleagues**	4.48	4.55	↑ 2%	4.41	↑ 3%
Would leave department for more PD opportunities	36%	29%	↓ 19%	46%	↓ 37%
Would leave department for more promotion opportunities	59%	57%	↓ 3%	N/A	N/A
Would leave department for more flex opportunities	40%	40%	-	61%	↓ 34%
Would leave department for a better work/life balance	42%	28%	↓ 33%	46%	↓ 39%
Would leave department for a more positive work environment	42%	40%	↓ 5%	57%	↓ 30%

* in the last 12 months

** ranked on scale of 1 (not at all satisfied) to 5 (very satisfied)

*** ranked on scale of 1 (very low) to 5 (very high)

**** in the last 5 years

Demographics

- ❖ 67 total survey responses from September 27 - October 25, 2016
 - **116% increase** from 31 responses in 2015
 - Approximately 5% of the total survey response
 - Approximately 39% of FIs at AAFC filled out the survey (confidence rating of 95% +/- 10%; high response rate and moderate statistical significance)
- ❖ 12 French responses (18%), 55 English responses (82%) (vs 36/64% split for the entire survey response)
- ❖ Proportion of FI-01s at AAFC twice that of the proportion of FI-01s in the public service (39% vs 20%)
- ❖ 76% have served in the public service and 66% as an FI for 10 years or more (vs 66% and 49% in the public service respectively)
- ❖ 48% are located in the NCR (vs 67% in the public service) and 40% are located in the Prairies and Territories (vs 9% in the public service)
- ❖ Median age group of 45-54 (vs 35-44 in the public service)
- ❖ 53% female predominance (vs 59% in the public service)
- ❖ 85% hold a bachelor's degree or higher (vs 88% in the public service) and 50% hold a CPA designation / are in pursuit of one (vs 55% in the public service)
- ❖ 51% supervise employees (vs 49% in the public service)

Professional development

- ❖ 21% of respondents requested language training in the last 12 months (vs 30% in the public service), and of the 13 reported language training requests, 12 (86%) were approved (vs 76% in the public service) (**15% increase** in approvals since 2015 vs **23% increase** in the public service since 2015)
- ❖ 48% of respondents requested professional development leave with pay in the last 12 months (vs 57% in the public service), and of the 32 reported professional development requests, 18 (88%) were approved (same as the public service) (**2% increase** in approvals since 2015 vs **6% increase** in the public service since 2015)
- ❖ 7% of respondents feel their opportunities for professional development have increased since 2015 (vs 14% in the public service) while 24% feel their opportunities have decreased (vs 25% of the public service)
- ❖ On a scale of 1 (not at all interested) to 5 (very interested), of seven different categories, FIs were most interested in systems, operations, policy or resource management training (average of 4.05) and conferences and events (average of 4.03)

Work/life balance

- ❖ 56% of FIs at AAFC have worked overtime in the last 12 months (vs 75% in the public service)
- ❖ 17% worked 30 hours of overtime or more in the last 12 months (vs 30% in the public service)
- ❖ Of those who worked 30 hours or more, only 40% claimed 30 hours or more (vs 45% in the public service)
- ❖ 32% of respondents requested flexible work arrangements in the last 12 months (vs 49% in the public service), and of the 19 reported requests, 15 were approved (79%) (vs 77% in the public service)
- ❖ 23% of respondents are working compressed work weeks (vs 22% in the public service), 4% are teleworking (vs 9% in the public service) and 61% aren't working under any flexible work arrangements (vs 57% in the public service)
- ❖ 7% of FIs at AAFC feel their satisfaction with their work/life balance has increased in the last 12 months (vs 16% in the public service), yet 16% feel their satisfaction has decreased (vs 27% in the public service)
- ❖ Of the 20 open-ended suggestions for possible work/life balance improvements, top comments mentioned allowing more flexible work arrangements, such as telework or leave with income averaging, and improving the staffing process, which negatively impacts workload levels

Positive work environment

- ❖ Of 13 different categories of possible improvements towards a more positive work environment, the most important on a scale of 1 (not at all important) to 10 (extremely important) to FIs at AAFC were having good relationships with supervisors (average of 9.02), having job stability (9.02), a balanced work/home life (8.81) and good relationships with colleagues (8.80)