

Aboriginal Affairs and Northern Development Canada

Demographics

- ❖ 60 responses – approximately 34% of FIs at AANDC filled out the survey (confidence rate of 95% +/- 12%; high response rate and statistically significant)
- ❖ 18 French responses (30%), 42 English responses (70%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 47% are FI-03s or FI-04s
- ❖ 53% have served in the public service for 15 years or more (vs 38% of the public service)
- ❖ 62% have been an FI for 10 years or more (vs 49% of the public service)
- ❖ 68% are female (compared to 58% in the public service)
- ❖ 71% hold a bachelor's degree (vs 78% of the public service) and 38% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ 78% of FIs who requested language training in the last 12 months had their requests approved (vs 62% of FIs in the public service), though 82% did not request language training
- ❖ 51% did not request to attend any paid professional development initiatives in the last 12 months (vs 40% in the public service)
- ❖ Only 66% of requests were approved (vs 83% in the public service); several comments about FMI PD week denials
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated AANDC's professional development opportunities at an average of 3.45 (vs 3.62 in the public service) and language training at 2.49 (vs 2.73 in the public service)
- ❖ Management/communications training and language training were the most sought-after forms of professional development at AANDC

Work/life balance

- ❖ 43% of FIs at AANDC have worked 30 hours of overtime or more in the last 12 months (vs 33% of public service), yet half that number claimed 20 hours or more (23%)
- ❖ 53% have requested flexible working arrangements in the last 5 years, with nearly all requests being either compressed or telework; however, only 64% of requests were approved (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated AANDC's flexible work opportunities at an average of 2.94 (vs 3.23 in the public service)
- ❖ FIs at AANDC have lower opinions about flexible working arrangements, work/life balance support and ease of claiming overtime than the rest of the public service

Leave

- ❖ 11% of leave requests at AANDC are rejected (vs 7% in the public service), with operational requirements frequently listed as the reason for rejection
- ❖ 84% have gone to work sick in the last 12 months (vs 79% of FIs in the public service), averaging 4-6 sick days worked a year
- ❖ 67% cited tight deadlines/heavy workloads as a reason for going to work sick
- ❖ 65% are aware of their opportunity to request an advance of sick leave credits, and only 33% of sick leave advances at AANDC are approved (amongst the lowest in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated their comfortability with taking leave at 3.47 out of 5 (vs 4.06 in the public service)

Job satisfaction / general

- ❖ FIs at AANDC generally enjoy their job and feel they have good relationships with their colleagues; however, most feel moderately about their department's work environment (satisfaction of 2.81 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance and a positive working environment rank as top priorities for FIs at AANDC
- ❖ 60% would leave the department for a higher salary (vs 65% of the rest of the public service)
- ❖ Approximately the same number of FIs at AANDC would leave the department for a more positive work environment and a better work/life balance than for a higher salary (57% and 59% vs 60%)

Overall AANDC performance

- ❖ High-performing areas
 - Job satisfaction/work relationships
- ❖ Average-performing areas
 - Language training
 - Professional development
 - Leave approval
 - Flexible working arrangements
- ❖ Areas for improvement
 - Positive work environment
 - Work/life balance
 - Overtime