

## Agriculture and Agri-Food Canada

### Demographics

- ❖ 31 responses – approximately 18% of FIs at Agriculture filled out the survey (confidence rate of 95% +/- 19%; moderate response rate and moderate statistical significance)
- ❖ 4 French responses (13%), 27 English responses (87%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ Average of 10-14 years in the public service, as an FI, and as an FI with Agriculture
- ❖ 57% female (vs 58% in the public service)
- ❖ 94% located in the NCR (42%) or the Prairies & Territories (52%)
- ❖ 97% hold a bachelor's degree (vs 79% in the public service), but only 39% hold a CPA designation or are in pursuit of one (vs 54% in the public service)

### Professional development

- ❖ Of the 4 reported language training requests in the past 12 months, 3 were approved (vs 62% approval rate for FIs in the rest of the public service)
- ❖ Only 40% attended professional development initiatives in the past 12 months (vs 50% of FIs in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Agriculture's professional development opportunities at an average of 3.76 (vs 3.62 in the public service) and language training at 2.83 (vs 2.73 in the public service)
- ❖ CPA courses, language training and more PD options in the regions were the most desired forms of professional development at Agriculture

## Work/life balance

- ❖ FIs at Agriculture average 0-9 overtime hours worked in the last 12 months and average 0-9 overtime hours claimed
- ❖ 59% have requested flexible working arrangements in the last 5 years (vs 49% in the public service), and nearly all requests were for a compressed schedule or telework
- ❖ Of the 18 requests, 11 were approved (61% approval) (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Agriculture's flexible work opportunities at 3.19 (vs 3.23 in the rest of the public service)
- ❖ FIs at Agriculture have slightly higher opinions about work/life balance support, have slightly lower stress levels, and work through their lunch hour less often than the public service, yet feel they cannot claim overtime hours as easily

## Leave

- ❖ 90% of FIs at Agriculture have gone to work sick in the last 12 months (vs 80% in the public service), averaging 1-3 sick days worked a year
- ❖ 64% of FIs reported going to work sick due to heavy workload/deadlines
- ❖ The 1 reported request for an advance of sick leave credits was rejected due to budget restraints

## Job satisfaction / general

- ❖ FIs at Agriculture generally enjoy their job and feel they have excellent relationships with their colleagues and supervisors, but have moderate feelings about their work environment (satisfaction of 3.21 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance and a positive work environment rank as top priorities for FIs at Agriculture
- ❖ 71% would leave the department for a higher salary (vs 65% of the public service), 61% would leave for more flexible work arrangements (vs 46% of the PS), and 57% would leave for a more positive work environment (vs 56% of the PS)

## Overall Agriculture performance

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