

# State of the FI Community Survey 2015

## Fisheries and Oceans Canada

### Demographics

- ❖ 27 responses – approximately 23% of FIs at DFO filled out the survey (confidence rate of 95% +/- 18%; moderate response rate/statistical significance)
- ❖ 1 French response (4%), 26 English responses (96%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ Nearly 50% have served in the public service for 15 years or more (vs 24% of the rest of the public service)
- ❖ 78% female (vs 58% female in the rest of the public service)
- ❖ 96% are in the NCR (59%) or the Atlantic (37%)
- ❖ 74% hold a bachelor's degree (vs 79% of the public service) and 48% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

### Professional development

- ❖ Of the 5 language training requests, 3 (60%) were approved (vs 62% in the public service)
- ❖ 58% attended professional development initiatives in the past 12 months (vs 50% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated DFO's professional development opportunities at an average of 3.87 (vs 3.62 in the public service) and language training at 2.59 (vs 2.73 in the public service)
- ❖ Language training and management training were the most sought-after forms of professional development at DFO

## Work/life balance

- ❖ 38% of FIs at DFO have worked 30 hours of overtime or more in the last 12 months (vs 33% of public service), yet only 21% claimed 30 hours or more
- ❖ Only 33% have requested flexible working arrangements in the last 5 years (vs 49% in the public service), with nearly all requests either compressed or telework
- ❖ Of the 8 reported requests, 7 were approved (88%) (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated DFO's flexible work opportunities at 3.57 (vs 3.23 in the rest of the public service)
- ❖ FIs at DFO have slightly lower opinions about work/life balance support than the rest of the public service, but hold slightly higher opinions about ease of claiming overtime, have slightly lower stress levels and work through their lunch hour less often

## Leave

- ❖ 96% of FIs at DFO have gone to work sick in the last 12 months (vs 80% in the public service), averaging 4-6 sick days worked a year
- ❖ 67% reported going to work sick due to heavy workload/deadlines
- ❖ 13% used up all their allotted sick leave in the last 5 years (vs 7% in the public service)

## Job satisfaction / general

- ❖ FIs at DFO enjoy their job and feel they have good or excellent relationships with their colleagues and supervisors; however, most feel moderately about their department's work environment (satisfaction of 2.92 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance and fair allotment of vacation/family leave rank as top priorities for FIs at DFO
- ❖ More than 50% would leave the department for a higher salary, better flexible working arrangements, a better work/life balance or a more positive work environment

## Overall DFO performance

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