

# State of the FI Community Survey 2016

## Fisheries and Oceans Canada

### Overall DFO performance

#### ❖ High-performing areas

- **Professional development:** Good attendance, high opinions and improvements since 2015
- **Work/life balance:** High opinions on support and improvements since 2015
- **Job satisfaction/work relationships:** High satisfaction and excellent working relationships
- **Positive work environment:** Good opinions and significant improvement since 2015

#### ❖ Average-performing areas

- **Language training:** Relatively low approval rating but significant improvements since 2015
- **Days worked sick and leave:** High approval and comfort requesting leave, but high days worked sick and heavy usage of sick leave
- **Flexible work arrangements:** Good approval rating, but mentioned as an area for improvement and fewer working under flexible working arrangements than in the PS

#### ❖ Areas for improvement

- **Overtime worked & claimed:** High hours of overtime worked and not all hours claimed

Category	2016 PS results	2016 DFO results	Variance	2015 DFO results	Percent change
<b>Professional development</b>					
PD attendance*	89%	83%	↓ 7%	N/A	N/A
Language training request approvals*	76%	64%	↓ 16%	40%	↑ 60%
PD request approvals*	88%	94%	↑ 7%	93%	↑ 1%
Opinion on PD opportunities**	3.74	3.88	↑ 4%	3.87	-
Opinion on strictness of PD approval***	2.12	2.43	↑ 15%	2.09	↑ 16%
Opinion on PD received to meet job requirements**	3.97	4.02	↑ 1%	4.04	↓ 1%
Opinion on PD received to exceed job requirements**	3.21	3.24	↑ 1%	3.25	-
Opinion on PD received for career advancement**	3.22	3.1	↓ 4%	3.38	↓ 8%
Opinion on language training opportunities**	2.79	3.15	↑ 13%	2.59	↑ 22%
<b>Leave</b>					
Leave request approvals*	93%	95%	↑ 2%	100%	↓ 5%
Worked sick*	80%	85%	↑ 6%	96%	↓ 11%

Category	2016 PS results	2016 DFO results	Variance	2015 DFO results	Percent change
Median days worked sick*	1-3	4-6	↑ 1 interval	1-3	↑ 1 interval
Worked sick due to heavy workload*	55%	56%	↑ 2%	67%	↓ 16%
Used up sick leave****	15%	17%	↑ 13%	13%	↑ 31%
Comfort with requesting leave**	4.19	4.56	↑ 9%	3.96	↑ 15%
<b>Work/life balance</b>					
Median overtime hours worked*	10-19	20-29	↑ 1 interval	20-29	-
Median overtime hours claimed*	0	1-9	↑ 1 interval	0-9	N/A
Flexible work request approvals*	77%	78%	↑ 1%	88%	↓ 11%
Working under flexible work arrangements*	43%	37%	↓ 14%	N/A	N/A
Opinion on ease of claiming overtime**	3.24	3.24	-	3.57	↓ 9%
Opinion on heaviness of workload***	3.42	3.05	↓ 11%	3.30	↓ 8%
Ability to attend important home life events**	3.84	3.98	↑ 4%	3.88	↑ 3%
Effects of workplace stress on mental health**	3.21	2.95	↓ 8%	3.08	↓ 4%
Opinion on work/life balance support**	3.57	3.85	↑ 8%	3.33	↑ 16%
Opinion on flexible work opportunities**	3.30	3.50	↑ 6%	3.57	↓ 2%
<b>General / Positive work environment</b>					
Job enjoyment**	4.00	4.00	-	3.96	↑ 1%
Opinion on positivity of work environment**	3.50	3.56	↑ 2%	2.92	↑ 22%
Opinion on relationship with supervisor**	4.20	4.37	↑ 4%	4.08	↑ 7%
Opinion on relationship with colleagues**	4.48	4.49	-	4.38	↑ 3%
Would leave department for more PD opportunities	36%	32%	↓ 11%	42%	↓ 24%
Would leave department for more promotion opportunities	59%	63%	↑ 7%	N/A	N/A
Would leave department for more flex opportunities	40%	46%	↑ 15%	54%	↓ 15%
Would leave department for a better work/life balance	42%	34%	↓ 19%	58%	↓ 42%
Would leave department for a more positive work environment	42%	32%	↓ 24%	54%	↓ 41%

\* 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

- ❖ 44 total survey responses
  - 63% increase from 27 responses in 2015
  - Approximately 3% of the total survey response
  - Approximately 40% of FIs at DFO filled out the survey (confidence rating of 95% +/- 12%; high response rate and good statistical significance)
- ❖ 5 French responses (11%), 39 English responses (89%) (compared to 36/64 French/English split for the entire survey response)
- ❖ Near equal split between number of FI-01s, FI-02s and FI-03s (no FI-04s)
- ❖ 50% have served in the public service and 34% as an FI for 10 years or more (vs 66% and 49% in the public service respectively)
- ❖ 63% located in the NCR (vs 67% in the public service) 33% in the Atlantic, 5% in BC
- ❖ Median age group of 35-44 (same as the public service)
- ❖ 71% female predominance (vs 59% female predominance in the rest of the public service)
- ❖ 89% hold a bachelor's degree or higher (vs 88% in the public service) and 45% hold a CPA designation / are in pursuit of one (vs 55% in the public service)
- ❖ 36% supervise at least one employee (vs 49% in the public service)

## Professional development

- ❖ 26% of respondents requested language training in the last 12 months (vs 30% in the public service), and of the 11 reported language training requests, 7 (64%) were approved (vs 76% in the public service) (60% increase in approvals since 2015 vs 23% increase in the public service since 2015)
- ❖ 40% of respondents requested professional development leave with pay in the last 12 months (vs 57% in the public service), and of the 17 reported professional development requests, 16 (94%) were approved (vs 88% in the public service) (1% increase in approvals since 2015 vs 6% increase in the public service since 2015)
- ❖ 12% of respondents feel their opportunities for professional development have increased since 2015 (vs 14% of the public service) while 14% 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 attending management/leadership training (average of 3.93) and conferences/events (average of 3.88)

## Work/life balance

- ❖ 81% of FIs at DFO have worked overtime in the last 12 months (vs 75% in the public service)
- ❖ 24% worked 30 hours of overtime or more in the last 12 months (vs 30% of public service)
- ❖ Of those who worked 30 hours or more, only 60% claimed 30 hours or more (vs 45% in the public service)
- ❖ 46% of respondents requested flexible work arrangements in the last 12 months (vs 49% in the public service), and of the 18 reported requests, 14 were approved (78%) (vs 77% in the public service)
- ❖ 26% of respondents are working compressed work weeks (vs 22% in the public service), 3% are teleworking (vs 9% in the public service) and 63% aren't working under any flexible work arrangements (vs 57% in the public service)
- ❖ 24% of FIs at DFO feel their satisfaction with their work/life balance has increased in the last 12 months (vs 16% in the public service), while 17% feel their satisfaction has decreased (vs 27% in the public service)
- ❖ Of the 21 suggestions for possible work/life balance improvements, 24% mentioned allowing telework and 19% mentioned compressed/flexible schedules

## Job satisfaction / general

- ❖ 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 DFO were a good relationship with supervisors (average of 9.20), an open flow of communication with management (9.15) and job stability (9.15)