

State of the FI Community Survey 2015

National Defence

Demographics

- ❖ 129 responses – approximately 27% of FIs at DND filled out the survey (confidence rate of 95% +/- 7%; high response rate and statistically significant)
- ❖ 15 French responses (12%), 114 English responses (88%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 50% are FI-03s or FI-04s (vs 44% in the public service)
- ❖ Average 10-14 years served in the public service and 5-9 years as an FI with DND
- ❖ 57% female (vs 58% female in the public service)
- ❖ 85% located in the NCR (vs 67% in the public service)
- ❖ 71% hold a bachelor's degree (vs 78% of the public service) and 62% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ Of the 48% of DND FIs who requested language training in the last 12 months (compared to 28% of the public service), 55% of them had their requests approved (vs 62% of FIs in the public service)
- ❖ 36% did not request to attend any paid professional development initiatives in the last 12 months (vs 40% in the public service) and 86% of requests at DND 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 DND's professional development opportunities at an average of 3.69 (vs 3.62 in the public service) and language training at 2.51 (vs 2.73 in the public service)
- ❖ Language training was the most sought-after form of professional development at DND

Work/life balance

- ❖ 41% of FIs at DND have worked 30 hours of overtime or more in the last 12 months (vs 33% of public service), yet only 24% claimed 30 hours or more
- ❖ 46% requested flexible working arrangements in the last 5 years, with nearly all requests for either a compressed schedule or telework; however, only 62% of requests were approved (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated DND's flexible work opportunities at an average of 3.17 (vs 3.23 in the public service)
- ❖ FIs at DND have slightly lower opinions about opportunities for flexible working arrangements and work/life balance support than the rest of the public service

Leave

- ❖ 8% of leave requests at DND were rejected FIs at DND (vs 7% in the public service), with "intrusive questions" frequently listed as a concern
- ❖ 81% 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
- ❖ 68% cited tight deadlines/heavy workloads as a reason for going to work sick
- ❖ 63% are aware of their opportunity to request an advance of sick leave credits, and 3 of 3 sick leave advances were approved (amongst the highest in the public service)

Job satisfaction / general

- ❖ FIs at DND 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 3.41 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 DND
- ❖ 68% would leave the department for a higher salary (vs 65% of the rest of FIs)

Overall DND performance

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