

State of the FI Community Survey 2015

Environment Canada

Demographics

- ❖ 29 responses – approximately 18% of FIs at Environment filled out the survey (confidence rate of 95% +/- 19%; moderate response rate/statistical significance)
- ❖ 11 French responses (38%), 89 English responses (62%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 52% are FI-03s or FI-04s (compared to 44% in the rest of the public service)
- ❖ More than 50% have served as an FI for 15 years or more (vs 24% of the rest of the public service)
- ❖ 50/50 male/female split (vs 58% female in the public service)
- ❖ Large spread over several regions; Ontario (excluding NCR) holds the largest proportion (36%)
- ❖ Only 66% hold a bachelor's degree (vs 79% in the public service), and only 34% hold a CPA designation or are in pursuit of one (vs 54% in the public service)

Professional development

- ❖ Of the 4 language training requests, 3 (75%) were approved (vs 62% in the public service)
- ❖ 63% 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 Environment's professional development opportunities at an average of 4.07 (vs 3.62 in the public service) and language training at 3.22 (vs 2.73 in the public service)
- ❖ Conferences (ie FMI), language training, management training and SAP training were the most sought-after forms of professional development at Environment Canada

Work/life balance

- ❖ 37% of FIs at Environment have worked 30 hours of overtime or more in the last 12 months (vs 33% of public service), yet only 22% claimed 30 hours or more
- ❖ 52% have requested flexible working arrangements in the last 5 years, with nearly all requests for either a compressed schedule or telework
- ❖ Of the 14 requests, 12 were approved (86%) (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Environment's flexible work opportunities at 3.89 (vs 3.23 in the rest of the public service)
- ❖ FIs at Environment have slightly higher opinions about work/life balance support and stress levels than the rest of the public service, but hold slightly lower opinions about ease of claiming overtime and work through their lunch hour more often

Leave

- ❖ 78% of FIs at Environment have gone to work sick in the last 12 months, averaging 4-6 sick days worked a year
- ❖ 58% reported going to work sick due to heavy workload/deadlines (vs 65% in the public service)

Job satisfaction / general

- ❖ FIs at Environment enjoy their job and feel they have excellent relationships with their colleagues and supervisors; however, most feel moderately about their department's work environment (satisfaction of 3.38 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 Environment
- ❖ More FIs at Environment would leave the department for a more positive work environment than for a higher salary (61% vs 57%)

Overall Environment Canada performance

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