

State of the FI Community Survey 2016

Environment Canada

Overall EC performance

❖ High-performing areas

- **Flexible work arrangements:** High request approval and fairly high satisfaction
- **Job satisfaction/work relationships:** High job satisfaction and strong workplace relationships despite slightly lower results than the public service (PS) and 2015 results
- **Leave approval:** High approval / comfort requesting leave, consistent with PS averages

❖ Average-performing areas

- **Professional development and language training:** Good approval ratings, but moderate opinions on opportunities still predominant and opinions have decreased since 2015
- **Work/life balance and positive work environment:** Decent satisfaction ratings, but slight decreases in opinion from PS averages and 2015 results

❖ Areas for improvement

- **Days worked sick / usage of sick leave:** Higher than PS and high increases since 2015
- **Overtime worked and claimed:** Not claiming high number of overtime hours worked

Category	2016 PS results	2016 EC results	Variance	2015 EC results	Percent change
Professional development					
PD attendance	89%	93%	↑ 4%	N/A	N/A
Language training request approvals*	76%	73%	↓ 4%	75%	↓ 3%
PD request approvals*	88%	95%	↑ 8%	94%	↑ 1%
Opinion on PD opportunities**	3.74	3.71	↓ 1%	4.07	↓ 9%
Opinion on strictness of PD approval***	2.88	2.68	↓ 7%	2.36	↑ 14%
Opinion on PD received to meet job requirements**	3.97	4.07	↑ 3%	4.19	↓ 3%
Opinion on PD received to exceed job requirements**	3.21	3.43	↑ 7%	3.48	↓ 1%
Opinion on PD received for career advancement**	3.22	3.37	↑ 5%	3.56	↓ 5%
Opinion on language training opportunities**	2.79	2.77	↓ 1%	3.22	↓ 14%
Leave					
Leave request approvals*	93%	93%	-	96%	↓ 3%
Worked sick*	80%	85%	↑ 6%	78%	↑ 9%

Category	2016 PS results	2016 EC results	Variance	2015 EC results	Percent change
Median days worked sick*	1-3	1-3	-	1-3	-
Worked sick due to heavy workload*	55%	54%	↓ 2%	58%	↓ 7%
Used up sick leave****	15%	20%	↑ 33%	7%	↑ 186%
Comfort with requesting leave**	4.19	4.43	↑ 6%	4.26	↑ 4%
Work/life balance					
Median overtime hours worked*	10-19	10-19	-	20-29	-
Median overtime hours claimed*	0	0	-	0-9	N/A
Flexible work request approvals*	77%	90%	↑ 17%	86%	↑ 5%
Working under flexible work arrangements*	43%	59%	↑ 37%	N/A	N/A
Opinion on ease of claiming overtime**	3.24	2.97	↓ 8%	3.19	↓ 7%
Opinion on heaviness of workload***	3.42	3.44	↑ 1%	3.67	↓ 6%
Ability to attend important home life events**	3.84	3.71	↓ 3%	4.04	↓ 8%
Effects of workplace stress on mental health***	3.21	3.35	↑ 4%	3.00	↑ 12%
Opinion on work/life balance support**	3.57	3.43	↓ 4%	3.73	↓ 8%
Opinion on flexible work opportunities**	3.30	3.68	↑ 12%	3.89	↓ 5%
General / Positive work environment					
Job enjoyment**	4.00	3.76	↓ 6%	3.92	↓ 4%
Opinion on positivity of work environment**	3.50	3.37	↓ 4%	3.38	-
Opinion on relationship with supervisor**	4.20	4.24	↑ 1%	4.48	↓ 5%
Opinion on relationship with colleagues**	4.48	4.29	↓ 4%	4.50	↓ 5%
Would leave department for more PD opportunities	36%	30%	↓ 17%	52%	↓ 42%
Would leave department for more promotion opportunities	59%	60%	↑ 2%	N/A	N/A
Would leave department for more flex opportunities	40%	30%	↓ 25%	26%	↑ 15%
Would leave department for a better work/life balance	42%	30%	↓ 29%	39%	↓ 23%
Would leave department for a more positive work environment	42%	46%	↑ 10%	61%	↓ 25%

* 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
 - 52% increase from 29 responses in 2015
 - Approximately 3% of the total survey response
 - Approximately 18% of FIs at EC filled out the survey (confidence rating of 95% +/- 15%; high response rate and moderate statistical significance)
- ❖ 20 French responses (45%), 24 English responses (55%) (compared to 36/64 French/English split for the entire survey response)
- ❖ 52% are FI-01s or FI-02s (vs 56% in the public service)
- ❖ 77% have served in the public service and 50% as an FI for 10 years or more (vs 66% and 49% in the public service respectively)
- ❖ 52% are located in the NCR (vs 67% in the public service) with a fairly equal split across the remaining regions
- ❖ Median age group of 45-54 (vs 35-44 in the public service)
- ❖ 52% female predominance (vs 59% in the public service)
- ❖ 82% hold a bachelor's degree or higher (vs 88% in the public service) and 40% hold a CPA designation / are in pursuit of one (vs 55% in the public service)
- ❖ 50% supervise at least one employee (vs 49% in the public service)

Professional development

- ❖ Of the 11 language training requests (25% of respondents), 8 (73%) were approved (vs 76% in the public service) (no change in approvals since 2015 vs 23% increase in the public service)
- ❖ Of the 21 professional development requests (48% of respondents), 20 (95%) were approved (vs 88% in the public service) (1% increase in approvals since 2015 vs 6% increase in the public service)
- ❖ 29% of respondents feel their opportunities for professional development have decreased since 2015 (vs 25% of the public service) while only 7% feel their opportunities have increased (vs 14% in 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 conferences/events (average of 4.07) and systems, operations, policy or resource management (average of 3.78)

Work/life balance

- ❖ 71% of FIs at EC have worked overtime in the last 12 months (vs 75% in the public service)
- ❖ 39% worked 30 hours of overtime or more in the last 12 months (vs 30% of public service), **up 5%** from 2015
- ❖ Of those who worked 30 hours or more, only 31% claimed 30 hours or more (vs 45% in the public service, **31% lower**)
- ❖ Of the 21 reported flexible work arrangement requests, 19 were approved (90%) (vs 77% in the public service), **up 5%** from 2015
- ❖ 27% are working compressed work weeks (vs 22% in the public service), 20% are teleworking (vs 9% in the public service) and 42% aren't working under any flexible work arrangements (vs 57% in the public service)
- ❖ 22% of FIs at EC feel their satisfaction with their work/life balance has increased in the last 12 months (vs 16% in the public service) and 27% feel their satisfaction has decreased (same as the public service)
- ❖ Of the 11 open-ended suggestions for possible work/life balance improvements, five (45%) mentioned managing the level of workload and reducing the strictness of deadlines

Positive work environment

- ❖ 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) and 10 (extremely important) to FIs at EC were a good relationship with supervisors (average of 9.02), good relationships with colleagues (8.88) and having job stability (8.68)
- ❖ In the 'final comments' section, one FI indicated their intention to leave the department due to the bilingualism requirements for all FI positions at EC and the lack of language training opportunities