

State of the FI Community Survey 2015

Canadian Heritage

Demographics

- ❖ 21 responses – approximately 36% of FIs at Heritage filled out the survey (confidence rate of 95% +/- 16%; high response rate and moderate statistical significance)
- ❖ 7 French responses (33%), 41 English responses (67%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 57% are FI-03s (33%) or FI-04s (24%)
- ❖ Average 10-14 years in the public service, 5-9 years as an FI, and less than 5 years as an FI with Heritage
- ❖ 62% male (vs 42% male in the public service)
- ❖ 86% located in the NCR (vs 67% in the public service)
- ❖ 81% hold a bachelor's degree (vs 79% 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 8 reported language training requests at Heritage in the past 12 months, all 8 were approved (vs 62% approval rate for FIs in the rest of the public service)
- ❖ 71% attended professional development initiatives in the past 12 months (vs 50% of FIs in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Heritage's professional development opportunities at an average of 4.15 (vs 3.62 in the public service) and language training at 3.0 (vs 2.73 in the public service)

Work/life balance

- ❖ FIs at Heritage average 10-19 overtime hours worked in the last 12 months and average 0-9 hours overtime hours claimed
- ❖ 50% have requested flexible working arrangements in the last 5 years (vs 49% in the public service), and nearly all requests were for a compressed schedule or telework
- ❖ Of the 10 requests, 9 were approved (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Heritage's flexible work opportunities at 3.84 (vs 3.23 in the rest of the public service)
- ❖ FIs at Heritage have slightly higher opinions about work/life balance than the rest of the public service

Leave

- ❖ Only 55% of FIs at Heritage have gone to work sick in the last 12 months (vs 80% in the public service), averaging 4-6 sick days worked a year
- ❖ 30% reported going to work sick due to heavy workload/deadlines
- ❖ 10% have used up all their earned sick leave credits in a calendar year in the last 5 years (vs 13% in the public service)

Job satisfaction / general

- ❖ FIs at Heritage generally enjoy their job, feel they have good or excellent relationships with their colleagues and supervisors and feel generally positively about their work environment (satisfaction of 3.89 out of 5) (3.28 for the rest of the public service)
- ❖ Flexible working arrangements and a positive work environment rank as top priorities for FIs at Heritage
- ❖ The same number of FIs at Heritage (41%) would leave the department for a higher salary (vs 65% of the public service), a positive work environment (vs 56% of the PS) or a better work/life balance (vs 50% of the PS)

Overall Canadian Heritage performance

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