

State of the FI Community Survey 2015

Industry Canada

Demographics

- ❖ 31 responses, 26% of FIs at Industry filled out the survey (confidence rate of 95% +/- 16%; moderate response rate/statistical significance)
- ❖ 8 French responses (26%), 23 English responses (74%) (same French/English split as the entire survey response)
- ❖ Nearly 50% are FI-03s (compared to 33% in the rest of the public service)
- ❖ On average have served 10 to 14 years in the public service and 5 to 9 years as an FI at Industry
- ❖ Nearly 75% female (vs 58% female in the public service)
- ❖ All respondents were located in either the NCR (65%) or Ontario (36%)
- ❖ 81% hold a bachelor's degree (vs 79% in the public service) and 52% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ Nearly 75% of FIs at Industry attended a conference or convention (vs 59% in the public service)
- ❖ Of the 11 reported language training requests, 10 (91%) were approved (vs 62% in the public service)
- ❖ 95% of professional development requests in the past 12 months were approved
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Industry's professional development opportunities at an average of 4.0 (vs 3.62 in the public service) and language training at 3.68 (vs 2.73 in the public service)
- ❖ Management training and language training were the most sought-after forms of professional development at Industry

Work/life balance

- ❖ 18% of FIs at Industry worked 30 hours of overtime or more in the last 12 months (vs 33% of public service), yet less than half (7%) claimed 30 hours or more
- ❖ Only 22% requested flexible working arrangements in the last 5 years (vs 49% in the public service) with nearly all requests for either a compressed schedule or telework
- ❖ Of the 7 reported requests, 5 were approved (71%) (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Industry's flexible work opportunities at 3.43 (vs 3.23 in the rest of the public service)
- ❖ FIs at Industry 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

Leave

- ❖ 14% of leave requests in the last 12 months at Industry were denied (vs 7% in the public service)
- ❖ 71% have gone to work sick in the last 12 months (vs 80% in the public service), averaging 1-3 sick days worked a year
- ❖ 33% of FIs at Industry reported going to work sick due to heavy workload/deadlines

Job satisfaction / general

- ❖ FIs at Industry enjoy their job, feel they have excellent relationships with their colleagues and supervisors and feel generally positively about the department's work environment (satisfaction of 3.89 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance ranked as a top priority for FIs at Industry
- ❖ A higher number of FIs would leave the department for a more positive work environment than for a higher salary (61% vs 57%)

Overall Industry Canada performance

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