

State of the FI Community Survey 2015

Natural Resources Canada

Demographics

- ❖ 32 responses – approximately 33% of FIs at NRCan filled out the survey (confidence rate of 95% +/- 15%; high response rate and moderate statistical significance)
- ❖ 5 French responses (16%), 27 English responses (84%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ Average 10-14 years in the public service and 5-9 years as an FI with NRCan
- ❖ 50/50 male/female split (vs 43/57 male/female split in the public service)
- ❖ 66% located in the NCR (vs 67% in the public service)
- ❖ 88% hold a bachelor's degree (vs 79% the public service) and 71% hold a CPA designation or are in pursuit of one (vs 54% of PS)

Professional development

- ❖ Of the 8 reported language training requests at NRCan in the past 12 months, only 4 (50%) were approved (vs 62% approval rate for FIs in the rest of the public service)
- ❖ Only 37% requested professional development initiatives in the past 12 months (vs 50% of FIs in the public service) at an approval rate of 59% (vs 83% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated NRCan's professional development opportunities at an average of 3.52 (vs 3.62 in the public service) and language training at 2.82 (vs 2.73 in the public service)
- ❖ Language and leadership/management training the most sought-after forms of professional development at NRCan

Work/life balance

- ❖ FIs at NRCan average 10-19 overtime hours worked in the last 12 months yet average only 0-9 overtime hours claimed
- ❖ 31% worked 30 hours of overtime or more in the last 12 months, yet only a quarter (8%) claimed 30 hours or more
- ❖ 48% have requested flexible working arrangements (vs 49% in the public service) and nearly all requests were for a compressed schedule or telework
- ❖ Of the 13 requests, 9 were approved (69% approval) (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated NRCan's flexible work opportunities at 2.92 (vs 3.23 in the rest of the public service)
- ❖ FIs at NRCan have moderate opinions about work/life balance support (2.89 out of 5), have moderate to high stress levels (3.74 out of 5) and have moderate feelings about their ability to claim overtime hours (2.96 out of 5)
- ❖ Slightly less positive feelings about work/life balance than the rest of the public service

Leave

- ❖ 11% of leave requests were rejected at NRCan in the last 12 months (vs 7% in the public service)
- ❖ 74% have gone to work sick in the last 12 months (vs 80% of FIs in the public service), averaging 4-6 sick days worked a year
- ❖ 67% reported going to work sick due to heavy workload/deadlines (vs 65% in the public service)

Job satisfaction / general

- ❖ FIs at NRCan generally enjoy their job, feel they have excellent relationships with their colleagues and good relationships with their supervisors, but have moderate feelings about their work environment (satisfaction of 2.70 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance and a positive work environment rank as top priorities for FIs at NRCan
- ❖ The same number of FIs at NRCan (70%) would leave the department for a more positive work environment and a higher salary

Overall Natural Resources Canada performance

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