

State of the FI Community Survey 2015

Public Works and Government Services Canada

Demographics

- ❖ 154 responses – approximately 31% of FIs at PWGSC filled out the survey (confidence rate of 95% +/- 7%; high response rate and statistical significance)
- ❖ 65 French responses (42%), 89 English responses (58%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 79% are FI-02s or FI-03s (compared to 68% in the rest of the public service)
- ❖ Average 10 to 14 years in the public service and 5-9 years as an FI with PWGSC
- ❖ 57% female (compared to 58% in the public service)
- ❖ 75% located in the National Capital Region (vs 67% of the public service)
- ❖ 83% hold a bachelor's degree (vs 79% in the public service) but only 41% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ 73% of FIs who request language training at PWGSC had their requests approved (vs 62% of FIs in the public service)
- ❖ 46% did not request to attend any paid professional development initiatives in the last 12 months (vs 40% in the public service) but 90% of requests were approved (vs 83% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated PWGSC's professional development opportunities at an average of 3.56 (vs 3.62 in the public service) and language training at 2.56 (vs 2.73 in the public service)
- ❖ Technical/systems training, management/soft skills training and language training were the most sought-after forms of professional development at PWGSC

Work/life balance

- ❖ Only 32% of FIs at PWGSC worked 20 hours of overtime or more in the last 12 months (vs 42% of public service), yet less than half that number are claiming 20 hours or more (15%)
- ❖ 62% have requested flexible working arrangements in the last 5 years; however, only 67% of requests are approved (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated PWGSC's flexible work opportunities at 2.6 (vs 3.23 in the public service)
- ❖ Slightly lower opinions about flexible working arrangements, work/life balance support and ease of claiming overtime than the rest of the public service

Leave

- ❖ 82% of FIs at PWGSC have gone to work sick in the last 12 months (vs 80% of FIs in the public service), averaging 1-3 sick days worked a year
- ❖ 60% reported going to work sick due to heavy workload/deadlines, while 37% worked sick in order to preserve their sick leave (compared to 33% of public service)
- ❖ 67% are aware of their opportunity to request an advance of sick leave credits, and 70% of sick leave advances at PWGSC are approved (same as public service)

Job satisfaction / general

- ❖ FIs at PWGSC generally enjoy their job and feel they have good or excellent relationships with their colleagues; however, most feel moderately about their department's work environment (satisfaction of 3.07 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 PWGSC
- ❖ 58% would leave the department for a higher salary (vs 65% of the rest of FIs)
- ❖ More FIs at PWGSC would leave the department for a more positive work environment and a better work/life balance than for a higher salary (67.2% and 58.2% vs 57.5%)

Overall Public Works and Government Services Canada performance

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