

# State of the FI Community Survey 2015

## Statistics Canada

### Demographics

- ❖ 20 responses – approximately 18% of FIs at Stats filled out the survey (confidence rate of 95% +/- 20%; moderate response rate and moderate statistical significance)
- ❖ 9 French responses (45%), 11 English responses (55%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 75% are FI-02s (45%) or FI-03s (30%)
- ❖ Average 5-9 years in the public service and as an FI with Stats
- ❖ 58% female (same as the survey average)
- ❖ 95% located in the NCR (vs 67% in the public service)
- ❖ 90% hold a bachelor's degree (vs 79% of the public service) and 80% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

### Professional development

- ❖ Of the 9 language training requests at Stats in the past 12 months, 8 (89%) were approved (vs 62% approval in the public service), with operational requirements listed as the reason for the 1 rejection
- ❖ 70% attended professional development initiatives in the past 12 months (vs. 50% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Stats' professional development opportunities at an average of 3.95 (vs 3.62 in the public service) and language training at 3.50 (vs 2.73 in the public service)
- ❖ Technical, IT, management and language training the most desired forms of professional development at Stats

## Work/life balance

- ❖ 35% of FIs at Stats have worked 30 hours of overtime or more in the last 12 months (vs 33% of public service) yet only 20% claimed 30 hours or more (vs 16% of the public service)
- ❖ Only 10% have requested flexible working arrangements in the last 5 years (vs 49% in the public service), with both reported requests for a compressed schedule
- ❖ Of the 2 requests, only 1 was approved (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Stats' flexible work opportunities at average of 2.47 (vs 3.23 in the rest of the public service)
- ❖ FIs at Stats have higher opinions about work/life balance support and have slightly higher stress levels than the rest of the public service, yet work through their lunch hour slightly more often and feel they cannot claim overtime hours as easily

## Leave

- ❖ 80% of FIs at Stats have gone to work sick in the last 12 months (same as the public service), averaging 4-6 sick days worked a year
- ❖ 68% reported going to work sick due to heavy workload/deadlines (vs 60% in the public service)
- ❖ 15% 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 Stats generally enjoy their job, feel they have excellent relationships with their colleagues and supervisors, and generally feel positively about their work environment (satisfaction of 3.95 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance and fair allotment of vacation/family leave rank as top priorities for FIs at Stats
- ❖ 74% would leave the department for a higher salary (vs 65% of the public service), and 58% would leave for a better work/life balance (vs 46% of the public service)
- ❖ Flexible work arrangements brought up as a concern in both of the final comments left

## Overall Statistics Canada performance

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