

# State of the FI Community Survey 2015

## Transport Canada

### Demographics

- ❖ 50 responses – approximately 32% of FIs at Transport filled out the survey (confidence rate of 95% +/- 14%; high response rate and moderate statistical significance)
- ❖ 9 French responses (18%), 41 English responses (82%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 55% are FI-02s (vs 36% of FIs in the public service)
- ❖ Average 10-14 years in the public service and 5-9 years as an FI with Transport
- ❖ 60% female (vs 58% female in the public service)
- ❖ 70% located in the NCR (38%) or in Ontario excluding the NCR (32%)
- ❖ 84% hold a bachelor's degree (vs 79% in the public service) and 64% of FIs at Transport hold a CPA designation or are in pursuit of one (vs 54% of PS)

### Professional development

- ❖ Of the 7 language training requests at Transport in the past 12 months, 5 (71%) were approved (vs 62% approval in the public service), with budget cuts listed as the reasons for rejection
- ❖ Only 22% 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 Transport's professional development opportunities at an average of 3.83 (vs 3.62 in the public service) and language training at 2.78 (vs 2.73 in the public service)
- ❖ Financial training/courses, technical training and CPA courses the most desired forms of professional development at Transport

## Work/life balance

- ❖ 30% of FIs at Transport have worked 30 hours of overtime or more in the last 12 months (vs 33% of public service) but only 18% claimed 30 hours or more (vs 16% of the public service)
- ❖ 52% 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
- ❖ Of the 23 requests, 20 were approved (87%) (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Transport's flexible work opportunities at an average of 3.0 (vs 3.23 in the rest of the public service)
- ❖ FIs at Transport have higher opinions about work/life balance support, have lower stress levels and feel they can claim overtime hours more easily than the rest of the public service, yet work through their lunch hour slightly more often

## Leave

- ❖ 72% of FIs at Transport have gone to work sick in the last 12 months (vs 80% in the public service), averaging 4-6 sick days worked a year
- ❖ 51% reported going to work sick due to heavy workload/deadlines
- ❖ 17% 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 Transport enjoy their job, feel they have excellent relationships with their colleagues and supervisors and generally feel positively about their work environment (satisfaction of 3.84 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 Transport
- ❖ 71% would leave the department for a higher salary (vs 65% of the public service) and 54% would leave Transport for more professional development opportunities (vs 43% of the public service)
- ❖ Lack of promotion opportunities brought up as a concern in the final survey comments

## Overall Transport Canada performance

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