

State of the FI Community Survey 2017

Fisheries and Oceans Canada

Overall DFO performance

❖ High-performing areas

- **Professional development:** Higher rate of PD attendance than the public service; higher rate of approval for language training and PD requests compared to the public service
- **Work-life balance:** FIs less likely to report heavy workloads and effects of workplace stress on mental health than in the public service; FIs report higher opinion of work-life balance support and ability to attend home events compared to the public service

❖ Areas for improvement

- **Positive work environment/work relationships:** Lower opinion of job enjoyment, positivity of workplace, and relationships with colleagues, supervisors and senior management compared to the public service
- **Overtime worked:** Higher median number of hours of overtime worked than in the public service
- **Job satisfaction:** FIs more likely to leave department for more PD or promotion opportunities and for a more positive work environment compared to the public service

Category	2017 PS results	2017 DFO results	Variance
PD attendance	90%	93%	↑ 3%
Language training request approvals*	78%	90%	↑ 15%
PD request approvals*	89%	100%	↑ 12%
Opinion on PD opportunities**	3.70	3.48	↓ 6%
Opinion on PD received to meet job requirements**	3.87	3.78	↓ 2%
Opinion on PD received to exceed job requirements**	3.14	3.11	↓ 1%
Opinion on PD received for career advancement**	3.19	3.32	↑ 4%
Opinion on language training opportunities**	2.80	2.65	↓ 5%
Opinion on strictness of PD approval***	2.82	2.81	-
Leave request approvals*	94%	96%	↑ 2%
Worked sick*	76%	89%	↑ 17%
Median days worked sick*	1-3	1-3	-
Worked sick due to heavy workload*	49%	48%	↓ 2%
Used up sick leave****	15%	7%	↓ 53%

Category	2017 PS results	2017 DFO results	Variance
Comfort with requesting leave**	4.15	4.56	↑ 10%
Median overtime hours worked*	10-19	20-29	↑ 1 interval
Median overtime hours claimed*	0	10-19	↑ 1 interval
Flexible work request approvals*	79%	92%	↑ 16%
Working under flexible work arrangements*	47%	33%	↓ 30%
Opinion on ease of claiming overtime**	3.20	3.67	↑ 15%
Opinion on heaviness of workload***	3.34	2.92	↓ 13%
Ability to attend important home life events**	3.92	4.19	↑ 7%
Effects of workplace stress on mental health***	3.27	2.96	↓ 9%
Opinion on work/life balance support**	3.58	3.69	↑ 3%
Opinion on flexible work opportunities**	3.46	3.45	-
Opinion on Workplace 2.0**	2.45	2.25	↓ 8%
Job enjoyment**	4.05	3.81	↓ 6%
Opinion on ability to report wrongdoing**	3.60	3.26	↓ 9%
Opinion on positivity of work environment**	3.52	3.23	↓ 8%
Opinion on relationship with supervisor**	4.25	4.15	↓ 2%
Opinion on relationship with senior management**	3.86	3.30	↓ 15%
Opinion on relationship with colleagues**	4.53	4.33	↓ 5%
Would leave department for more PD opportunities	31%	33%	↑ 6%
Would leave department for more promotion opportunities	50%	52%	↑ 4%
Would leave department for more flex opportunities	37%	26%	↓ 30%
Would leave department for a better work/life balance	41%	37%	↓ 10%
Would leave department for a more positive work environment	42%	63%	↑ 50%

* in the last 12 months

** ranked on scale of 1 (not at all satisfied) to 5 (very satisfied)

*** ranked on scale of 1 (very low) to 5 (very high)

**** in the last 5 years

Demographics

❖ 30 total survey responses from September 19 to October 19, 2017

- **32% decrease** from 44 responses in 2016
- Approximately 27% of FIs at DFO filled out the survey (confidence rating of 95% +/- 16%; **high response rate** and moderate statistical significance)

Demographics	DFO	PS
French responses	17%	25%
English responses	83%	75%
FI-2s or FI-3s	67%	67%
Served in the public service for 10 years or more	50%	69%
Located in the NCR	63%	66%
Median age group	35-44	35-44
Female	77%	60%
Male	23%	39%
Hold bachelor's degree or higher	90%	90%
Hold a CPA designation or are in pursuit of one	43%	52%
Supervise employees	27%	49%

Professional development

- ❖ 36% of respondents requested language training in the last 12 months (vs 32% in the public service), and of the 10 language training requests, nine (90%) were approved (vs 78% in the public service).
- ❖ 68% of respondents requested professional development leave in the last 12 months (vs 56% in the public service), and of the 19 professional development requests, 19 (100%) were approved (vs 89% in the public service).
- ❖ 25% of respondents feel their opportunities for professional development have increased since 2016 (vs 18% of the public service) while 14% feel their opportunities have decreased (vs 20% of the public service).
- ❖ On a scale of 1 (not at all interested) to 5 (very interested), of seven different categories, FIs at DFO were most interested in conferences and events (average of 4.46), systems, operation, policy or resource management training (4.18) and acting opportunities within the FI classification (4.11).

Work/life balance

- ❖ 89% of FIs at DFO have worked overtime in the last 12 months (vs 72% in the public service).
- ❖ 44% worked 30 hours of overtime or more in the last 12 months (vs 30% in the public service).
- ❖ Of those who worked 30 hours or more, 83% claimed 30 hours or more (compared to 43% in the public service).
- ❖ 47% of respondents requested flexible work arrangements in the last 12 months (vs 60% in the public service), and of the 12 requests, 11 were approved (92%) (vs 79% in the public service).
- ❖ 26% of respondents are working compressed work weeks (vs 21% in the public service), 0% are teleworking (vs 14% in the public service) and 67% aren't working under any flexible work arrangements (vs 53% in the public service).
- ❖ 11% of FIs at DFO feel their satisfaction with their work/life balance has increased in the last 12 months (vs 17% in the public service), yet 26% feel their satisfaction has decreased (vs 28% in the public service).
- ❖ Of the nine open-ended suggestions for possible work/life balance improvements, the most common were to consistently allow telework and to address staffing and workload issues.

Positive work environment

- ❖ Of 13 different categories of possible improvements towards a more positive work environment, the most important on a scale of 1 (not at all important) to 10 (extremely important) to FIs at DFO were a balanced work-home life (an average of 9.22), having a good relationship with supervisors (9.19) and having the ability to report wrongdoing without fear of reprisal (9.00) and easy access to managers and an open flow of communication (9.00).