

Environment and Climate Change Canada

Overall ECCC performance

❖ High-performing areas

- **Professional development:** Higher PD attendance and higher rates of approval for PD and language training requests than in the public service
- **Flexible working arrangements:** Higher rate of flex work approvals, higher percentage of FIs working under flexible work arrangements and higher opinion on flex work opportunities compared to the public service

❖ Areas for improvement

- **Work-life balance:** FIs more likely to report heavy workload and effects of workplace stress on mental health compared to the public service
- **Worked sick and leave:** Higher percentage of FIs worked sick and used up sick leave compared to the public service

Category	2017 PS results	2017 ECCC results	Variance
PD attendance	90%	100%	↑ 11%
Language training request approvals*	78%	85%	↑ 9%
PD request approvals*	89%	100%	↑ 12%
Opinion on PD opportunities**	3.70	3.52	↓ 5%
Opinion on PD received to meet job requirements**	3.87	4.17	↑ 8%
Opinion on PD received to exceed job requirements**	3.14	3.27	↑ 4%
Opinion on PD received for career advancement**	3.19	3.26	↑ 2%
Opinion on language training opportunities**	2.80	2.53	↓ 10%
Opinion on strictness of PD approval***	2.82	2.89	↑ 3%
Leave request approvals*	94%	95%	↑ 1%
Worked sick*	76%	91%	↑ 20%
Median days worked sick*	1-3	1-3	-
Worked sick due to heavy workload*	49%	45%	↓ 8%
Used up sick leave****	15%	27%	↑ 80%
Comfort with requesting leave**	4.15	4.18	↑ 1%
Median overtime hours worked*	10-19	10-19	-

Category	2017 PS results	2017 ECCC results	Variance
Median overtime hours claimed*	0	0	-
Flexible work request approvals*	79%	100%	↑ 27%
Working under flexible work arrangements*	47%	55%	↑ 17%
Opinion on ease of claiming overtime**	3.20	2.42	↓ 24%
Opinion on heaviness of workload***	3.34	3.36	↑ 1%
Ability to attend important home life events**	3.92	3.86	↓ 2%
Effects of workplace stress on mental health***	3.27	3.62	↑ 10%
Opinion on work/life balance support**	3.58	3.59	-
Opinion on flexible work opportunities**	3.46	3.85	↑ 11%
Opinion on Workplace 2.0**	2.45	2.17	↓ 11%
Job enjoyment**	4.05	3.73	↓ 8%
Opinion on ability to report wrongdoing**	3.60	3.83	↑ 6%
Opinion on positivity of work environment**	3.52	3.59	↑ 2%
Opinion on relationship with supervisor**	4.25	4.45	↑ 5%
Opinion on relationship with senior management**	3.86	3.82	↓ 1%
Opinion on relationship with colleagues**	4.53	4.73	↑ 4%
Would leave department for more PD opportunities	31%	35%	↑ 13%
Would leave department for more promotion opportunities	50%	59%	↑ 18%
Would leave department for more flex opportunities	37%	24%	↓ 35%
Would leave department for a better work/life balance	41%	18%	↓ 56%
Would leave department for a more positive work environment	42%	29%	↓ 31%

* 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

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

- A 43% decrease from 44 responses in 2016

- Approximately 16% of FIs at ECCC filled out the survey (confidence rating of 95% +/- 20%; moderate response rate and statistical significance)

Demographics	ECCC	PS
French responses	24%	25%
English responses	76%	75%
FI-2s or FI-3s	63%	67%
Served in the public service for 10 years or more	83%	69%
Located in the NCR	50%	66%
Median age group	45-54	35-44
Female predominance	61%	60%
Male	39%	39%
Hold bachelor's degree or higher	83%	90%
Hold a CPA designation or are in pursuit of one	29%	52%
Supervise employees	58%	49%

Professional development

- ❖ 51% of respondents requested language training in the last 12 months (vs 32% in the public service), and of the 13 language training requests, 11 (85%) were approved (vs 78% in the public service).
- ❖ 59% of respondents requested professional development leave in the last 12 months (vs 56% in the public service), and of the 13 professional development requests, 13 (100%) were approved (vs 89% in the public service).
- ❖ 8% of respondents feel their opportunities for professional development have increased since 2016 (vs 18% of the public service), while 22% 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 ECCC were most interested in language training (average of 4.05), conferences and events (4.00) and systems, operation, policy or resource management training (3.74).

Work/life balance

- ❖ 73% of FIs at ECCC have worked overtime in the last 12 months (vs 72% in the public service).

- ❖ 27% 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, 50% claimed 30 hours or more (vs 43% in the public service).
- ❖ 55% of respondents requested flexible work arrangements in the last 12 months (vs 60% in the public service), and of the 11 requests, 11 were approved (100%) (vs 79% in the public service).
- ❖ 41% of respondents are working compressed work weeks (vs 21% in the public service), 14% are teleworking (vs 14% in the public service) and 45% aren't working under any flexible work arrangements (vs 53% in the public service).
- ❖ 14% of FIs at ECCC feel their satisfaction with their work/life balance has increased in the last 12 months (vs 17% in the public service), yet 41% feel their satisfaction has decreased (vs 28% in the public service).
- ❖ Of the seven open-ended suggestions for possible work/life balance improvements, the most frequent response was to address understaffing.

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 ECCC were a good relationship with supervisors (average of 9.18), having good relationships with colleagues (9.14) and having easily access to managers and an open flow of communication (8.91).