Statistics Canada

Overall Stats performance

❖ High-performing areas

- o **Professional development:** Higher rates of PD attendance and PD and language training request approvals compared to the public service; higher opinion of PD and language training opportunities
- o **Days worked sick and leave:** Lower percentage of FIs worked sick and worked sick due to heavy workload compared to the public service; lower percentage of FIs used up sick leave than in public service
- o **Work-life balance:** Higher opinion of work-life balance support and ability to attend home life events compared to public service; FIs less likely to report heavy workloads and effects of workplace stress on mental health compared to public service

❖ Areas for improvement

- o **Flexible work arrangements:** Lower percentage of FIs working under flexible work arrangements and lower opinion of flex work opportunities compared to the public service

Category	2017 PS results	2017 Stats results	Variance
PD attendance	90%	100%	↑ 11%
Language training request approvals*	78%	100%	↑ 28%
PD request approvals*	89%	100%	↑ 12%
Opinion on PD opportunities**	3.70	4.00	↑ 8%
Opinion on PD received to meet job requirements**	3.87	3.83	↓ 1%
Opinion on PD received to exceed job requirements**	3.14	3.39	↑ 8%
Opinion on PD received for career advancement**	3.19	3.53	↑ 11%
Opinion on language training opportunities**	2.80	3.54	↑ 26%
Opinion on strictness of PD approval***	2.82	2.89	↑ 2%
Leave request approvals*	94%	100%	↑ 6%
Worked sick*	76%	61%	↓ 20%
Median days worked sick*	1-3	1-3	-
Worked sick due to heavy workload*	49%	28%	↓ 43%
Used up sick leave****	15%	0%	↓ 100%
Comfort with requesting leave**	4.15	4.17	-

Category	2017 PS results	2017 Stats results	Variance
Median overtime hours worked*	10-19	10-19	-
Median overtime hours claimed*	0	0	-
Flexible work request approvals*	79%	100%	↑ 27%
Working under flexible work arrangements*	47%	31%	↓ 34%
Opinion on ease of claiming overtime**	3.20	2.56	↓ 20%
Opinion on heaviness of workload***	3.34	3.12	↓ 7%
Ability to attend important home life events**	3.92	4.47	↑ 14%
Effects of workplace stress on mental health***	3.27	2.47	↓ 24%
Opinion on work/life balance support**	3.58	3.76	↑ 5%
Opinion on flexible work opportunities**	3.46	3.06	↓ 12%
Opinion on workplace 2.0**	2.45	2.77	↑ 13%
Job enjoyment**	4.05	4.29	↑ 6%
Opinion on ability to report wrongdoing**	3.60	3.53	↓ 2%
Opinion on positivity of work environment**	3.52	4.00	↑ 14%
Opinion on relationship with supervisor**	4.25	4.35	↑ 2%
Opinion on relationship with senior management**	3.86	3.94	↑ 2%
Opinion on relationship with colleagues**	4.53	4.53	-
Would leave department for more PD opportunities	31%	29%	↓ 6%
Would leave department for more promotion opportunities	50%	59%	↑ 18%
Would leave department for more flex opportunities	37%	29%	↓ 22%
Would leave department for a better work/life balance	41%	18%	↓ 56%
Would leave department for a more positive work environment	42%	24%	↓ 43%

* 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

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

o   55% decrease from 44 responses in 2016
o   Approximately 20% of FIs at Stats filled out the survey (confidence rating of 95% +/- 19%; high response rate and moderate statistical significance)

Demographics	Stats	PS
French responses	20%	25%
English responses	80%	75%
FI-2s or FI-3s	85%	67%
Served in the public service for 10 years or more	40%	69%
Located in the NCR	95%	66%
Median age group	25-34	35-44
Male	50%	39%
Female	40%	60%
Hold Bachelor's degree or higher	100%	90%
Hold a CPA designation or are in pursuit of one	85%	52%
Supervise employees	35%	49%

Professional development

❖ 22% of respondents requested language training in the last 12 months (vs 32% in the public service), and of the four language training requests, four (100%) were approved (vs 78% in the public service).

❖ 44% of respondents requested professional development leave in the last 12 months (vs 56% in the public service), and of the eight professional development requests, eight (100%) were approved (the same as in the public service).

❖ 33% of respondents feel their opportunities for professional development have increased since 2016 (vs 18% of the public service), while 6% 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 Stats were most interested in conferences and events (average of 4.44), management/leadership (4.11), communications training (4.06) and acting opportunities within the FI classification (4.06).

Work/life balance

- ❖ 69% of FIs at Stats have worked overtime in the last 12 months (vs 72% in the public service).

- ❖ 24% 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, only 25% claimed 30 hours or more (vs 43% in the public service).

- ❖ 37% of respondents requested flexible work arrangements in the last 12 months (vs 60% in the public service), and of the six requests, six were approved (100%) (vs 79% in the public service).

- ❖ 20% of respondents are working compressed work weeks (vs 21% in the public service), 0% are teleworking (vs 14% in the public service) and 69% aren't working under any flexible work arrangements (vs 53% in the public service).

- ❖ 29% of FIs at Stats feel their satisfaction with their work/life balance has increased in the last 12 months (vs 17% in the public service), while 18% feel their satisfaction has decreased (vs 28% in the public service).

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 Stats were having good relationships with supervisors (average of 9.12), having good relationships with colleagues (8.88) and having easy access to managers and an open flow of communication (8.82).