

## Agriculture and Agri-Food Canada

### Overall AGR performance

#### ❖ High-performing areas

- **Professional development:** Higher PD attendance, PD request approvals, language training request approvals and opinions on PD received compared to the public service
- **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 compared to the public service
- **Overtime worked:** Lower median number of overtime hours worked than in the public service
- **Job satisfaction:** Lower percentage of FIs who would leave their department for PD, promotion or flex work opportunities, better work-life balance or a more positive work environment than in the public service

#### ❖ Areas for improvement

- **Flexible working arrangements:** Lower rate of flex work approvals, lower percentage of FIs working under flexible work arrangement and lower opinion on flex work opportunities compared to the public service

Category	2017 PS results	2017 AGR results	Variance
PD attendance	90%	95%	↑ 6%
Language training request approvals*	78%	86%	↑ 10%
PD request approvals*	89%	95%	↑ 7%
Opinion on PD opportunities**	3.70	3.76	↑ 2%
Opinion on PD received to meet job requirements**	3.87	4.08	↑ 5%
Opinion on PD received to exceed job requirements**	3.14	3.18	↑ 1%
Opinion on PD received for career advancement**	3.19	3.42	↑ 7%
Opinion on language training opportunities**	2.80	3.19	↑ 14%
Opinion on strictness of PD approval***	2.82	3.06	↑ 9%
Leave request approvals*	94%	98%	↑ 4%
Worked sick*	76%	53%	↓ 30%
Median days worked sick*	1-3	1-3	-
Worked sick due to heavy workload*	49%	25%	↓ 49%
Used up sick leave****	15%	8%	↓ 47%

Category	2017 PS results	2017 AGR results	Variance
Comfort with requesting leave**	4.15	4.43	↑ 7%
Median overtime hours worked*	10-19	1-9	↓ 1 interval
Median overtime hours claimed*	0	0	-
Flexible work request approvals*	79%	78%	↓ 1%
Working under flexible work arrangements*	47%	35%	↓ 26%
Opinion on ease of claiming overtime**	3.20	2.96	↓ 8%
Opinion on heaviness of workload***	3.34	2.74	↓ 18%
Ability to attend important home life events**	3.92	4.38	↑ 12%
Effects of workplace stress on mental health***	3.27	3.10	↓ 5%
Opinion on work/life balance support**	3.58	3.67	↑ 3%
Opinion on flexible work opportunities**	3.46	3.06	↓ 12%
Opinion on Workplace 2.0**	2.45	2.24	↓ 9%
Job enjoyment**	4.05	4.18	↑ 3%
Opinion on ability to report wrongdoing**	3.60	3.95	↑ 10%
Opinion on positivity of work environment**	3.52	3.43	↓ 3%
Opinion on relationship with supervisor**	4.25	4.23	-
Opinion on relationship with senior management**	3.86	3.92	↑ 2%
Opinion on relationship with colleagues**	4.53	4.69	↑ 4%
Would leave department for more PD opportunities	31%	28%	↓ 10%
Would leave department for more promotion opportunities	50%	43%	↓ 14%
Would leave department for more flex opportunities	37%	28%	↓ 24%
Would leave department for a better work/life balance	41%	35%	↓ 15%
Would leave department for a more positive work environment	42%	35%	↓ 17%

\* 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

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

- A **39% decrease** from 67 responses in 2016
- Approximately 24% of FIs at AGR filled out the survey (confidence rating of 95% +/- 18%; **high response rate** and moderate statistical significance)

Demographics	AGR	PS
French responses	7%	25%
English responses	93%	75%
FI-2s or FI-3s	70%	67%
Served in the public service for 10 years or more	68%	69%
Located in the NCR	68%	66%
Median age group	45-54	35-44
Male	58%	39%
Female	40%	60%
Hold bachelor's degree or higher	90%	90%
Hold a CPA designation or are in pursuit of one	59%	52%
Supervise employees	55%	49%

## Professional development

- ❖ 19% of respondents requested language training in the last 12 months (vs 32% in the public service), and of the seven language training requests, six (86%) were approved (vs 78% in the public service).
- ❖ 53% of respondents requested professional development leave in the last 12 months (vs 56% in the public service), and of the 19 professional development requests, 18 (95%) were approved (vs 89% in the public service).
- ❖ 15% of respondents feel their opportunities for professional development have increased since 2016 (vs 18% of the public service) while 15% 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 AGR were most interested in acting opportunities within the FI classification (average of 4.00), conferences and events (3.97) and systems, operation, policy or resource management training (3.74).

## Work/life balance

- ❖ 53% of FIs at AGR have worked overtime in the last 12 months (vs 72% in the public service).

- ❖ 15% 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 33% claimed 30 hours or more (vs 43% in the public service).
- ❖ 29% of respondents requested flexible work arrangements in the last 12 months (vs 60% in the public service), and of the nine requests, seven were approved (78%) (vs 79% in the public service).
- ❖ 14% of respondents are working compressed work weeks (vs 21% in the public service), 8% are teleworking (vs 14% in the public service) and 65% aren't working under any flexible work arrangements (vs 53% in the public service).
- ❖ 15% of FIs at AGR feel their satisfaction with their work/life balance has increased in the last 12 months (vs 17% in the public service), yet 23% feel their satisfaction has decreased (vs 28% in the public service).
- ❖ Of the 17 open-ended suggestions for possible work/life balance improvements, the most common response was allowing telework or flexible work arrangements.

## **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 AGR were having a balanced work/home life (average of 9.45), having a good relationship with supervisors (9.18) and having good relationships with colleagues (9.00).