

State of the FI Community Survey 2018-2019

Agriculture and Agri-Food Canada

Overall AAFC performance

❖ High-performing areas

- **Professional development:** Higher rate of PD and language training request approvals compared to the public service (PS); lower opinion of strictness of PD approval and higher opinion of PD and language training opportunities
- **Leave requests:** Higher percentage of leave request approvals and greater comfort with requesting leave compared to PS
- **Work/life balance:** Lower median number of overtime hours worked and higher opinion of ease of claiming overtime compared to PS and to AAFC in 2017

❖ Areas for improvement

- **Job enjoyment:** Significantly more likely to leave their department for more PD, promotion or flex opportunities, a better work/life balance or a more positive work environment than the PS
- **Worked sick:** Greater percentage worked sick, worked sick due to heavy workload and used up sick leave compared to 2017
- **Flex work:** Lower percentage working under flexible working arrangements and lower opinion on flex work opportunities compared to the PS

Category	2018-19 PS results	2018-19 AAFC results	Variance	2017 AAFC results	Percent change
Professional development					
PD attendance	93%	93%	-	95%	↓ 2%
Language training request approvals*	79%	93%	↑ 18%	86%	↑ 8%
PD request approvals*	88%	92%	↑ 5%	95%	↓ 3%
Opinion on PD opportunities**	3.89	4.03	↑ 4%	3.76	↑ 7%
Opinion on PD received to meet job requirements**	4.02	3.97	↓ 1%	4.08	↓ 3%
Opinion on PD received to exceed job requirements**	3.22	3.13	↓ 3%	3.18	↓ 2%
Opinion on PD received for career advancement**	3.30	3.43	↑ 4%	3.42	-
Opinion on language training opportunities**	2.88	3.33	↑ 16%	3.19	↑ 4%
Opinion on strictness of PD approval***	2.72	2.68	↓ 1%	3.06	↓ 12%
Leave					
Leave request approvals*	95%	100%	↑ 5%	98%	↑ 2%

Category	2018-19 PS results	2018-19 AAFC results	Variance	2017 AAFC results	Percent change
Worked sick*	76%	63%	↓ 17%	53%	↑ 19%
Median days worked sick*	1-3	1-3	-	1-3	-
Worked sick due to heavy workload*	52%	46%	↓ 11%	25%	↑ 84%
Used up sick leave*****	15%	20%	↑ 33%	8%	↑ 150%
Comfort with requesting leave**	4.22	4.40	↑ 4%	4.43	↓ 1%
Work/life balance					
Median overtime hours worked*	10-19	0	↓ 2 intervals	1-9	↓ 1 interval
Median overtime hours claimed*	1-9	0	↓ 1 interval	0	-
Flexible work request approvals*	84%	87%	↑ 4%	78%	↑ 12%
Working under flexible work arrangements*	59%	48%	↓ 19%	35%	↑ 37%
Opinion on ease of claiming overtime**	3.41	3.48	↑ 2%	2.96	↑ 18%
Opinion on heaviness of workload***	3.48	3.18	↓ 9%	2.74	↑ 17%
Ability to attend important home life events**	3.90	4.14	↑ 6%	4.38	↓ 6%
Effects of workplace stress on mental health***	3.27	3.27	-	3.10	↑ 5%
Opinion on work/life balance support**	3.67	3.70	↑ 1%	3.67	↑ 1%
Opinion on flexible work opportunities**	3.68	3.18	↓ 14%	3.06	↑ 4%
Opinion on Workplace 2.0**	2.58	2.11	↓ 18%	2.24	↓ 6%
General / Positive work environment					
Opinion on ability to report wrongdoing**	3.21	3.54	↑ 10%	3.95	↓ 10%
Job enjoyment**	4.13	4.13	-	4.18	↓ 1%
Opinion on positivity of work environment**	3.66	3.52	↓ 4%	3.43	↑ 3%
Opinion on relationship with supervisor**	4.29	4.40	↑ 3%	4.23	↑ 4%
Opinion on relationship with senior management**	3.91	3.72	↓ 5%	3.92	↓ 5%
Opinion on relationship with colleagues**	4.54	4.47	↓ 2%	4.69	↓ 5%
Would leave department for more PD opportunities	29%	43%	↑ 48%	28%	↑ 54%
Would leave department for more promotion opportunities	48%	60%	↑ 25%	43%	↑ 40%
Would leave department for more flex opportunities	36%	50%	↑ 39%	28%	↑ 79%

Category	2018-19 PS results	2018-19 AAFC results	Variance	2017 AAFC results	Percent change
Would leave department for a better work/life balance	39%	40%	↑ 3%	35%	↑ 14%
Would leave department for a more positive work environment	37%	50%	↑ 35%	35%	↑ 43%
Opinion on fairness of department's competitions***	3.06	3.00	↓ 2%	N/A	N/A

* 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

❖ 34 total survey responses from January 16 to February 11, 2019

- 17% decrease from 41 responses in 2017
- Approximately 18% of FIs at AAFC filled out the survey (confidence rating of 95% +/- 19%; moderate response rate and statistical significance)

Demographics	AAFC	PS
French responses	6%	21%
English responses	94%	79%
FI-2s or FI-3s	74%	70%
Served in the public service for 10 years or more	76%	77%
Located in the NCR	53%	65%
Median age group	35-44	35-44
Female	42%	58%
Male	55%	41%
Hold bachelor's degree or higher	94%	90%
Hold a CPA designation or are in pursuit of one	59%	56%
Supervise employees	65%	55%

Notable results

Professional development

- ❖ On a scale of 1 (not at all interested) to 5 (very interested), of seven different categories, FIs at AAFC were most interested in conferences and events (average of 4.50), acting opportunities within the FI classification (4.30) and management/leadership training (4.07).

Work/life balance

- ❖ 40% of FIs at AAFC have worked overtime in the last 12 months (vs 77% in the public service).
- ❖ Of those who reported working overtime, 50% worked 30 hours of overtime or more in the last 12 months (vs 44% in the public service).
- ❖ Of those who worked 30 hours or more, 67% claimed 30 hours or more (vs 49% in the public service).
- ❖ Of the respondents who reported working under flexible working arrangements, 12% are working compressed work weeks (vs 21% in the public service), 20% are teleworking (vs 30% in the public service) and 16% are working flexible hours (vs 19% in the public service). 52% of respondents aren't working under any flexible work arrangements (vs 41% in the public service).
- ❖ Of the 13 open-ended suggestions for possible work/life balance improvements, almost all were to consistently support flexible working arrangements, especially telework.

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 AAFC were having good relationships with supervisors (average of 9.20), a balanced work/home life (9.17) and having good relationships with colleagues (8.93).

Staffing

- ❖ 20% of respondents agreed that the number of non-advertised competitions had increased over the past 12 months (vs 43% in the public service).
- ❖ 3% of respondents agreed that, over the past 12 months, work in their department that could have been performed by an FI was performed by a consulting firm or private contractor (vs 28% in the public service).