

State of the FI Community Survey 2018-2019

Fisheries and Oceans Canada

Overall DFO performance

❖ High-performing areas

- **Professional development:** Higher rate of approvals for language training and PD requests than the public service (PS); higher opinion of PD and language training opportunities compared to the PS and DFO in 2017
- **Work/life balance:** Higher opinion of work/life balance support and ability to attend important home life events compared to the public service (PS) and to DFO in 2017; lower perceived workload and impacts of workplace stress on mental health compared to the PS
- **Positive work environment:** Higher opinion of positivity of work environment and higher job enjoyment than the PS and DFO in 2017; higher opinion of relationships with supervisors and colleagues
- **Flex work:** Higher percentage of flex work request approvals and higher percentage working under flexible arrangements compared to the PS; higher opinion of flex work opportunities

❖ Areas for improvement

- **Overtime:** Significantly higher median number of overtime hours worked compared to the PS and higher than DFO in 2017

Category	2018-19 PS results	2018-19 DFO results	Variance	2017 DFO results	Percent change
Professional development					
PD attendance	93%	88%	↓ 5%	93%	↓ 5%
Language training request approvals*	79%	100%	↑ 27%	90%	↑ 11%
PD request approvals*	88%	91%	↑ 3%	100%	↓ 9%
Opinion on PD opportunities**	3.89	4.54	↑ 17%	3.48	↑ 31%
Opinion on PD received to meet job requirements**	4.02	4.39	↑ 9%	3.78	↑ 16%
Opinion on PD received to exceed job requirements**	3.22	3.68	↑ 14%	3.11	↑ 18%
Opinion on PD received for career advancement**	3.30	3.79	↑ 15%	3.32	↑ 14%
Opinion on language training opportunities**	2.88	3.60	↑ 25%	2.65	↑ 36%
Opinion on strictness of PD approval***	2.72	2.11	↓ 22%	2.81	↓ 25%
Leave					
Leave request approvals*	95%	92%	↓ 3%	96%	↓ 4%

Category	2018-19 PS results	2018-19 DFO results	Variance	2017 DFO results	Percent change
Worked sick*	76%	71%	↓ 7%	89%	↓ 20%
Median days worked sick*	1-3	1-3	-	1-3	-
Worked sick due to heavy workload*	52%	45%	↓ 13%	48%	↓ 6%
Used up sick leave*****	15%	17%	↑ 13%	7%	↑ 143%
Comfort with requesting leave**	4.22	4.46	↑ 6%	4.56	↓ 2%
Work/life balance					
Median overtime hours worked*	10-19	30+	↑ 2 intervals	20-29	↑ 1 interval
Median overtime hours claimed*	1-9	10-19	↑ 1 interval	10-19	-
Flexible work request approvals*	84%	91%	↑ 8%	92%	↓ 1%
Working under flexible work arrangements*	59%	78%	↑ 32%	33%	↑ 136%
Opinion on ease of claiming overtime**	3.41	3.95	↑ 16%	3.67	↑ 8%
Opinion on heaviness of workload***	3.48	3.35	↓ 4%	2.92	↑ 15%
Ability to attend important home life events**	3.90	4.17	↑ 7%	4.19	-
Effects of workplace stress on mental health***	3.27	2.83	↓ 13%	2.96	↓ 4%
Opinion on work/life balance support**	3.67	4.17	↑ 13%	3.69	↑ 13%
Opinion on flexible work opportunities**	3.68	4.33	↑ 18%	3.45	↑ 26%
Opinion on Workplace 2.0**	2.58	2.58	-	2.25	↑ 1%
General / Positive work environment					
Opinion on ability to report wrongdoing**	3.21	3.27	↑ 2%	2.25	↑ 45%
Job enjoyment**	4.13	4.29	↑ 4%	3.81	↑ 13%
Opinion on positivity of work environment**	3.66	3.75	↑ 3%	3.23	↑ 16%
Opinion on relationship with supervisor**	4.29	4.50	↑ 5%	4.15	↑ 8%
Opinion on relationship with senior management**	3.91	3.79	↓ 3%	3.30	↑ 15%
Opinion on relationship with colleagues**	4.54	4.63	↑ 2%	4.33	↑ 7%
Would leave department for more PD opportunities	29%	8%	↑ 72%	33%	↓ 76%
Would leave department for more promotion opportunities	48%	46%	↓ 4%	52%	↓ 12%
Would leave department for more flex opportunities	36%	50%	↑ 39%	26%	↑ 92%

Category	2018-19 PS results	2018-19 DFO results	Variance	2017 DFO results	Percent change
Would leave department for a better work/life balance	39%	29%	↓ 26%	37%	↓ 22%
Would leave department for a more positive work environment	37%	38%	↓ 3%	63%	↓ 40%
Opinion on fairness of department's competitions***	3.06	3.41	↑ 11%	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

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

- 17% decrease from 30 responses in 2017
- Approximately 21% of FIs at DFO filled out the survey (confidence rating of 95% +/- 17%; high response rate and moderate statistical significance)

Demographics	DFO	PS
French responses	8%	21%
English responses	92%	79%
FI-2s or FI-3s	88%	70%
Served in the public service for 10 years or more	80%	77%
Located in the NCR	52%	65%
Median age group	35-44	35-44
Female	68%	58%
Male	32%	41%
Hold bachelor's degree or higher	100%	90%
Hold a CPA designation or are in pursuit of one	52%	56%
Supervise employees	32%	55%

Notable results

Professional development

- ❖ 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 4.22), acting opportunities within the FI classification (4.14) and systems, operation, policy or resource management training (4.09).

Work/life balance

- ❖ 79% of FIs at DFO have worked overtime in the last 12 months (vs 77% in the public service).
- ❖ Of those who reported working overtime, 63% 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, 75% claimed 30 hours or more (vs 49% in the public service).
- ❖ Of the respondents who reported working under flexible working arrangements, 17% are working compressed work weeks (vs 21% in the public service), 44% are teleworking (vs 30% in the public service) and 22% are working flexible hours (vs 19% in the public service). 22% of respondents aren't working under any flexible work arrangements (vs 41% in the public service).
- ❖ Of the 6 open-ended suggestions for possible work/life balance improvements, the most common was to consistently support 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 DFO were a balanced work/home life (average of 9.33), having good relationships with supervisors (9.29) and access to flexible working arrangements (9.25).

Staffing

- ❖ 58% of respondents agreed that the number of non-advertised competitions had increased over the past 12 months (vs 43% in the public service).
- ❖ 33% 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).