

# State of the FI Community Survey 2018-2019

## Environment and Climate Change Canada

### Overall ECCC performance

#### ❖ High-performing areas

- **Job enjoyment:** Less likely to leave department for more PD, promotion or flex work opportunities compared to the public service (PS) and to ECCC in 2017; less likely to leave for a better work/life balance or a more positive work environment
- **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
- **Work/life balance:** Higher opinion of work/life balance support and ability to attend important home life events compared to the PS and to ECCC in 2017; lower perceived workload and impacts of workplace stress on mental health

#### ❖ Areas for improvement

- **Overtime:** Same median number of overtime hours worked compared to the PS, but lower median number of hours claimed and lower opinion of ease of claiming overtime; higher median number of overtime hours worked compared to ECC in 2017

Category	2018-19 PS results	2018-19 ECCC results	Variance	2017 ECCC results	Percent change
<b>Professional development</b>					
PD attendance	93%	100%	↑ 8%	100%	-
Language training request approvals*	79%	86%	↑ 9%	85%	↑ 1%
PD request approvals*	88%	88%	-	100%	↓ 12%
Opinion on PD opportunities**	3.89	3.96	↑ 2%	3.52	↑ 13%
Opinion on PD received to meet job requirements**	4.02	4.08	↑ 1%	4.17	↓ 2%
Opinion on PD received to exceed job requirements**	3.22	3.32	↑ 3%	3.27	↑ 2%
Opinion on PD received for career advancement**	3.30	3.18	↓ 4%	3.26	↓ 2%
Opinion on language training opportunities**	2.88	2.75	↓ 5%	2.53	↑ 9%
Opinion on strictness of PD approval***	2.72	2.57	↓ 5%	2.89	↓ 11%
<b>Leave</b>					
Leave request approvals*	95%	92%	↓ 3%	95%	↓ 3%
Worked sick*	76%	83%	↑ 9%	91%	↓ 9%

Category	2018-19 PS results	2018-19 ECCC results	Variance	2017 ECCC results	Percent change
Median days worked sick*	1-3	1-3	-	1-3	-
Worked sick due to heavy workload*	52%	48%	↓ 8%	45%	↑ 7%
Used up sick leave****	15%	8%	↓ 47%	27%	↓ 70%
Comfort with requesting leave**	4.22	4.38	↑ 4%	4.18	↑ 5%
<b>Work/life balance</b>					
Median overtime hours worked*	10-19	1-9	↓ 1 interval	10-19	↓ 1 interval
Median overtime hours claimed*	1-9	0	↓ 1 interval	0	-
Flexible work request approvals*	84%	93%	↑ 11%	100%	↓ 7%
Working under flexible work arrangements*	59%	65%	↑ 10%	55%	↑ 18%
Opinion on ease of claiming overtime**	3.41	3.00	↓ 12%	2.42	↑ 24%
Opinion on heaviness of workload***	3.48	3.19	↓ 8%	3.36	↓ 5%
Ability to attend important home life events**	3.90	4.45	↑ 14%	3.86	↑ 15%
Effects of workplace stress on mental health***	3.27	3.23	↓ 1%	3.62	↓ 11%
Opinion on work/life balance support**	3.67	3.80	↑ 4%	3.59	↑ 6%
Opinion on flexible work opportunities**	3.68	3.95	↑ 7%	3.85	↑ 3%
Opinion on Workplace 2.0**	2.58	1.33	↓ 48%	2.17	↓ 39%
<b>General / Positive work environment</b>					
Opinion on ability to report wrongdoing**	3.21	3.40	↑ 6%	3.83	↓ 12%
Job enjoyment**	4.13	3.95	↓ 4%	3.73	↑ 6%
Opinion on positivity of work environment**	3.66	3.59	↓ 2%	3.59	-
Opinion on relationship with supervisor**	4.29	4.52	↑ 5%	4.45	↑ 2%
Opinion on relationship with senior management**	3.91	3.43	↓ 12%	3.82	↓ 10%
Opinion on relationship with colleagues**	4.54	4.64	↑ 2%	4.73	↓ 2%
Would leave department for more PD opportunities	29%	18%	↓ 38%	35%	↓ 49%
Would leave department for more promotion opportunities	48%	45%	↓ 6%	59%	↓ 24%
Would leave department for more flex opportunities	36%	23%	↓ 36%	24%	↓ 4%
Would leave department for a better work/life balance	39%	9%	↓ 77%	18%	↓ 50%

Category	2018-19 PS results	2018-19 ECCC results	Variance	2017 ECCC results	Percent change
Would leave department for a more positive work environment	37%	23%	↓ 38%	29%	↓ 21%
Opinion on fairness of department's competitions***	3.06	3.25	↑ 6%	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

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

- 4% increase from 25 responses in 2017
- Approximately 16% of FIs at ECCC filled out the survey (confidence rating of 95% +/- 19%; moderate response rate and statistical significance)

Demographics	ECCC	PS
French responses	19%	21%
English responses	81%	79%
FI-2s or FI-3s	54%	70%
Served in the public service for 10 years or more	85%	77%
Located in the NCR	31%	65%
Median age group	45-54	35-44
Female	50%	58%
Male	50%	41%
Hold bachelor's degree or higher	85%	90%
Hold a CPA designation or are in pursuit of one	46%	56%
Supervise employees	46%	55%

## Notable results

### Professional development

❖ On a scale of 1 (not at all interested) to 5 (very interested), of seven different categories, FIs at ECCC were most interested in conferences and events (average of 4.35),

management/leadership training (3.81) and systems, operation, policy or resource management training (3.65).

## **Work/life balance**

- ❖ 77% of FIs at ECCC have worked overtime in the last 12 months (vs 77% in the public service).
- ❖ Of those who reported working overtime, 24% 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, 0% claimed 30 hours or more (vs 49% in the public service).
- ❖ Of the respondents who reported working under flexible working arrangements, 20% are working compressed work weeks (vs 21% in the public service), 30% are teleworking (vs 30% in the public service) and 15% are working flexible hours (vs 19% in the public service). 35% of respondents aren't working under any flexible work arrangements (vs 41% 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 ECCC were having good relationships with supervisors (average of 9.48), a balanced work/home life (9.29) and easy access to their manager and an open flow of communication (9.10).

## **Staffing**

- ❖ 32% of respondents agreed that the number of non-advertised competitions had increased over the past 12 months (vs 43% in the public service).
- ❖ 43% 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).