

# State of the FI Community Survey 2018-2019

## Justice Canada

### Overall Justice performance

#### ❖ High-performing areas

- **Professional development:** Higher PD attendance rate and PD request approvals compared to the public service (PS) and to Justice in 2017; higher opinion of PD opportunities
- **Sick leave:** Lower percentage worked sick, worked sick due to workload and used up sick leave compared to the PS and to Justice in 2017
- **Flex work:** Higher percentage of flex work request approvals and higher percentage working under flexible arrangements compared to the PS and to Justice in 2017; higher opinion of flex work opportunities

#### ❖ Areas for improvement

- **Job enjoyment:** More likely to leave department for PD, promotion or flex work opportunities compared to the PS; more likely to leave for a better work/life balance or a more positive work environment
- **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 Justice in 2017

Category	2018-19 PS results	2018-19 Justice results	Variance	2017 Justice results	Percent change
<b>Professional development</b>					
PD attendance	93%	96%	↑ 3%	94%	↑ 2%
Language training request approvals*	79%	67%	↓ 15%	91%	↓ 26%
PD request approvals*	88%	96%	↑ 9%	94%	↑ 2%
Opinion on PD opportunities**	3.89	4.20	↑ 8%	3.74	↑ 12%
Opinion on PD received to meet job requirements**	4.02	4.13	↑ 3%	3.85	↑ 7%
Opinion on PD received to exceed job requirements**	3.22	3.79	↑ 18%	3.45	↑ 10%
Opinion on PD received for career advancement**	3.30	3.43	↑ 4%	3.12	↑ 10%
Opinion on language training opportunities**	2.88	2.79	↓ 3%	2.48	↑ 13%
Opinion on strictness of PD approval***	2.72	2.59	↓ 5%	2.71	↓ 4%
<b>Leave</b>					
Leave request approvals*	95%	96%	↑ 1%	91%	↑ 5%

Category	2018-19 PS results	2018-19 Justice results	Variance	2017 Justice results	Percent change
Worked sick*	76%	72%	↓ 5%	85%	↓ 15%
Median days worked sick*	1-3	1-3	-	1-3	-
Worked sick due to heavy workload*	52%	41%	↓ 21%	44%	↓ 7%
Used up sick leave*****	15%	8%	↓ 47%	9%	↓ 11%
Comfort with requesting leave**	4.22	4.36	↑ 3%	4.18	↑ 4%
<b>Work/life balance</b>					
Median overtime hours worked*	10-19	10-19	-	1-9	↑ 1 interval
Median overtime hours claimed*	1-9	0	↓ 1 interval	0	-
Flexible work request approvals*	84%	92%	↑ 10%	81%	↑ 14%
Working under flexible work arrangements*	59%	72%	↑ 22%	47%	↑ 53%
Opinion on ease of claiming overtime**	3.41	3.35	↓ 2%	3.52	↓ 5%
Opinion on heaviness of workload***	3.48	3.48	-	3.28	↑ 6%
Ability to attend important home life events**	3.90	3.68	↓ 6%	4.13	↓ 11%
Effects of workplace stress on mental health***	3.27	2.84	↓ 13%	3.12	↓ 9%
Opinion on work/life balance support**	3.67	4.04	↑ 10%	3.73	↑ 8%
Opinion on flexible work opportunities**	3.68	3.88	↑ 5%	3.67	↑ 6%
Opinion on Workplace 2.0**	2.58	2.33	↓ 10%	1.95	↑ 19%
<b>General / Positive work environment</b>					
Opinion on ability to report wrongdoing**	3.21	3.81	↑ 19%	3.86	↓ 1%
Job enjoyment**	4.13	4.00	↓ 3%	4.21	↓ 5%
Opinion on positivity of work environment**	3.66	3.88	↑ 6%	3.62	↑ 7%
Opinion on relationship with supervisor**	4.29	4.29	-	4.39	↓ 3%
Opinion on relationship with senior management**	3.91	3.95	↑ 1%	3.87	↑ 2%
Opinion on relationship with colleagues**	4.54	4.54	-	4.74	↓ 4%
Would leave department for more PD opportunities	29%	38%	↑ 31%	47%	↓ 19%
Would leave department for more promotion opportunities	48%	57%	↑ 19%	59%	↓ 3%
Would leave department for more flex opportunities	36%	52%	↑ 44%	47%	↑ 11%

Category	2018-19 PS results	2018-19 Justice results	Variance	2017 Justice results	Percent change
Would leave department for a better work/life balance	39%	33%	↑ 15%	44%	↑ 25%
Would leave department for a more positive work environment	37%	52%	↑ 41%	41%	↑ 27%
Opinion on fairness of department's competitions***	3.06	3.18	↑ 4%	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

- 28% decrease from 36 responses in 2017
- Approximately 22% of FIs at Justice filled out the survey (confidence rating of 95% +/- 17%; high response rate and moderate statistical significance)

Demographics	Justice	PS
French responses	15%	21%
English responses	85%	79%
FI-2s or FI-3s	65%	70%
Served in the public service for 10 years or more	73%	77%
Located in the NCR	72%	65%
Median age group	35-44	35-44
Female	35%	58%
Male	65%	41%
Hold bachelor's degree or higher	92%	90%
Hold a CPA designation or are in pursuit of one	48%	56%
Supervise employees	58%	55%

## Notable results

### Professional development

- ❖ On a scale of 1 (not at all interested) to 5 (very interested), of seven different categories, FIs at Justice were most interested in conferences and events (average of 4.30), systems, operation, policy or resource management training (4.08), communications training (3.91) and acting opportunities within the FI classification (3.91).

### Work/life balance

- ❖ 68% of FIs at Justice 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, only 50% claimed 30 hours or more (vs 49% in the public service).
- ❖ Of the respondents who reported working under flexible working arrangements, 36% are working compressed work weeks (vs 21% in the public service), 36% are teleworking (vs 30% in the public service) and 23% are working flexible hours (vs 19% in the public service). 27% of respondents aren't working under any flexible work arrangements (vs 41% in the public service).
- ❖ Of the 7 open-ended suggestions for possible work/life balance improvements, almost all were 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 Justice were a balanced work/life balance (average of 9.75), having good relationships with supervisors (9.50), having good relationships with colleagues (9.38) and easy access to their manager and an open flow of communication (9.38).

### Staffing

- ❖ 46% 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).