

State of the FI Community Survey 2018-19: Report Card



Department	Professional Development									Leave				
	PD attendance	Lang training approvals	PD request approvals	Opinion on PD opps	PD meeting job reqs	PD exceeding job reqs	PD for career advancement	Lang training opportunities	Strictness of PD approval	Leave request approvals	Days worked sick	Worked sick (workload)	Sick leave usage	Leave request comfort
Agriculture and Agri-Food Canada		■								■	■		■	■
Canada Border Services Agency					■				■					
Correctional Services Canada	■		■	■	■	■	■		■		■			
Department of Justice			■	■		■					■	■		
Department of National Defence		■						■						
Employment and Social Development Canada		■											■	
Environment and Climate Change Canada	■												■	
Fisheries and Oceans Canada		■		■		■	■	■	■					■
Global Affairs Canada										■				■
Health Canada				■								■		■
Immigration, Refugees and Citizenship Canada					■	■	■		■					
Indigenous Services Canada			■					■				■	■	■
Innovation, Science and Economic Development Canada							■	■			■		■	■
Natural Resources Canada	■	■	■			■	■		■	■	■	■		
Public Services and Procurement Canada														
Royal Canadian Mounted Police	■	■												
Shared Services Canada			■		■					■	■			
Transport Canada					■					■	■			■
Treasury Board Secretariat	■			■	■			■	■	■		■	■	■
Veterans Affairs Canada	■	■	■	■		■	■	■		■		■		

■ = among top 3 departments
 ■ = among bottom 3 departments

The report card above was created based on the 2018-2019 State of the FI Community survey results. The survey was conducted in January and February of 2019. The 20 departments with a minimum of 20 survey responses and a minimum confidence rating of 95% +/- 20% are shown above. Each department's ranking in each category was determined based on responses to specific questions from the survey completed by 1,183 FIs represented by ACFO-ACAF in the federal public service. The breakdown of each category and the factors/questions that determined each department's rank is listed in the 'Ranking Breakdown' tab below. The link to the survey question, for reference, is <https://www.acfo-acaf.com/wpcontent/uploads/2019/05/2018-2019-Survey-Questions-EN.pdf>

Work-Life Balance

Job Satisfaction

Department	Work-Life Balance										Job Satisfaction						
	OT claimed vs worked	Flex work approvals	Working flex work	Ease of OT claims	Workload volume	Able to attend life events	Effects of stress	Work/life support	Flex work opps	Workplace 2.0	Job enjoyment	Positivity of environment	Supervisor relations	Management relations	Colleague relations	Disclosure of wrongdoing	Competition fairness
Agriculture and Agri-Food Canada	Green	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow
Canada Border Services Agency	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Red	Yellow	Yellow	Yellow
Correctional Services Canada	Yellow	Red	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Red	Yellow	Yellow
Department of Justice	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Yellow
Department of National Defence	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Red
Employment and Social Development Canada	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Environment and Climate Change Canada	Green	Green	Yellow	Red	Green	Green	Yellow	Yellow	Green	Red	Red	Yellow	Green	Red	Yellow	Yellow	Yellow
Fisheries and Oceans Canada	Red	Yellow	Green	Green	Yellow	Green	Green	Green	Green	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Green
Global Affairs Canada	Red	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Red	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow
Health Canada	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Green	Green	Green	Yellow	Yellow	Yellow
Immigration, Refugees and Citizenship Canada	Yellow	Red	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Green	Yellow	Green	Yellow	Green	Yellow	Green	Yellow
Indigenous Services Canada	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Red	Red	Red	Yellow	Red	Yellow	Red
Innovation, Science and Economic Development Canada	Yellow	Yellow	Yellow	Yellow	Red	Green	Yellow	Yellow	Yellow	Green	Green	Green	Yellow	Yellow	Yellow	Green	Green
Natural Resources Canada	Yellow	Green	Red	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green
Public Services and Procurement Canada	Yellow	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow	Yellow
Royal Canadian Mounted Police	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Yellow
Shared Services Canada	Yellow	Yellow	Yellow	Yellow	Yellow	Red	Red	Red	Green	Yellow	Red	Yellow	Green	Yellow	Green	Yellow	Yellow
Transport Canada	Yellow	Red	Yellow	Yellow	Yellow	Red	Red	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Red	Yellow	Yellow	Red
Treasury Board Secretariat	Red	Yellow	Yellow	Green	Red	Red	Yellow	Red	Yellow	Green	Yellow	Yellow	Green	Green	Yellow	Yellow	Yellow
Veterans Affairs Canada	Yellow	Yellow	Red	Yellow	Green	Yellow	Green	Yellow	Red	Red	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow

Category	Determination of Ranking	Top Ranking	Bottom Ranking
PD attendance	Percentage of respondents who attended professional development initiatives in the last 12 months	Departments with the highest percentage	Departments with the lowest percentage
Language training request approvals	Percentage of language training requests that were approved	Departments with the highest percentage	Departments with the lowest percentage
PD request approval	Percentage of professional development requests that were approved	Departments with the highest percentage	Departments with the lowest percentage
Opinion on PD opportunities	Respondents' agreement with the statement 'My department makes every effort to provide me with professional development opportunities' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on PD received to meet job requirements	Respondents' agreement with the statement 'I believe I have received sufficient training/professional development to meet the essential requirements of my current position' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on PD received to exceed job requirements	Respondents' agreement with the statement 'I believe I have received sufficient training/professional development to exceed the requirements of my current position' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on PD received for career advancement	Respondents' agreement with the statement 'I believe I have received sufficient training/professional development to advance in my career' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on language training opportunities	Respondents' agreement with the statement 'I believe I have received sufficient language training to advance in my career' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on strictness of PD approval	Respondents' agreement with the statement 'My department's approval process for professional development is too strict' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Leave request approvals	Percentage of leave requests approved in the last 12 months	Departments with the highest percentage	Departments with the lowest average
Worked sick	Percentage of respondents who reported they went to work while sick in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Worked sick due to workload	Percentage of respondents who reported they went to work while sick due to heavy workload/strict deadlines in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Used up sick leave	Percentage of respondents who indicated they have used up their allotted sick leave for the year in the last 12 months	Departments with the lowest percentage	Departments with the highest percentage
Comfort with requesting leave	Respondents' agreement with the statement 'I feel comfortable approaching my supervisor about taking leave' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average

Category	Determination of Ranking	Top Ranking	Bottom Ranking
Median overtime hours worked vs claimed	Median interval of overtime hours respondents worked in the last 12 months vs median interval of overtime hours respondents claimed in the last 12 months	Departments with the number of hours claimed closest to the number of hours worked	Departments with the number of hours claimed furthest from the number of hours worked
Flexible work request approvals	Percentage of requests for flexible work arrangements (ex. Telework, compressed, part-time, flexible hours and/or LWIA) in the last 12 months that were approved	Departments with the highest percentage	Departments with the lowest percentage
Working under flexible work arrangements	Percentage of respondents who indicated that they are working under some form of flexible working arrangement (ex. Telework, compressed, part-time, flexible hours and/or LWIA)	Departments with the highest percentage	Departments with the lowest percentage
Opinion on ease of claiming overtime	Respondents' agreement with the statement 'I am easily able to claim overtime compensation for all the overtime hours I work' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on heaviness of workload	Respondents' agreement with the statement 'I often work through my lunch hour due to a heavy workload or to meet deadlines' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Ability to attend important home life events	Respondents' agreement with the statement 'I rarely miss important family/home life events due to my work' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Effects of workplace stress on mental health	Respondents' agreement with the statement 'Stresses from the workplace have affected my mental health' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the lowest average	Departments with the highest average
Opinion on work/life balance support	Respondents' agreement with the statement 'I have the support I need from my department to balance my work and home life' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on flexible work opportunities	Respondents' agreement with the statement 'My department is accommodating in terms of flexible working arrangements (ex. telework, compressed work weeks)' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on Workplace 2.0	Opinions on the level of satisfaction with Workplace 2.0 conditions on a scale of 1 (not at all satisfied) to 5 (very satisfied)	Departments with the highest average	Departments with the lowest average
Job enjoyment	Respondents' agreement with the statement 'In general, I enjoy my job' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on positivity of work environment	Respondents' agreement with the statement 'My department (agency or organization) has a positive work environment' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with supervisor	Respondents' agreement with the statement 'I have a positive working relationship with my supervisor' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with senior management	Respondents' agreement with the statement 'I have a positive working relationship with senior management' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on relationship with colleagues	Respondents' agreement with the statement 'I have a positive working relationship with my coworkers' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on ability to report wrongdoing	Respondents' agreement with the statement 'I feel I can report any wrongdoing without fear of reprisal' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average
Opinion on fairness of department's competitions	Respondents' agreement with the statement 'My department runs fair competitions' on a scale of 1 (strongly disagree) to 5 (strongly agree)	Departments with the highest average	Departments with the lowest average