

# State of the FI Community Survey 2018-2019

## Natural Resources Canada

### Overall NRCan performance

#### ❖ High-performing areas

- **Positive work environment:** Higher opinion of positivity of work environment and higher job enjoyment compared to the public service (PS).

#### ❖ Areas for improvement

- **Professional development:** Lower rate of PD and language training request approvals compared to the PS; lower opinion of PD and language training opportunities
- **Job enjoyment:** More likely to leave department for more PD, promotion or flex work opportunities than the PS; more likely to leave for a more positive work environment
- **Overtime claimed:** Same median number of overtime hours worked compared to the PS but lower median number of overtime hours claimed and lower opinion of ease of claiming overtime.

**Note:** NRCan did not meet the minimum survey respondent threshold for a departmental summary in 2017 so 2017 comparison numbers are not included.

Category	2018-19 PS results	2018-19 NRCan results	Variance	2017 NRCan results	Percent change
<b>Professional development</b>					
PD attendance	93%	100%	↑ 8%	N/A	N/A
Language training request approvals*	79%	71%	↓ 10%	N/A	N/A
PD request approvals*	88%	79%	↓ 10%	N/A	N/A
Opinion on PD opportunities**	3.89	3.79	↓ 3%	N/A	N/A
Opinion on PD received to meet job requirements**	4.02	4.16	↑ 3%	N/A	N/A
Opinion on PD received to exceed job requirements**	3.22	2.89	↓ 10%	N/A	N/A
Opinion on PD received for career advancement**	3.30	2.74	↓ 17%	N/A	N/A
Opinion on language training opportunities**	2.88	2.70	↓ 6%	N/A	N/A
Opinion on strictness of PD approval***	2.72	3.06	↑ 13%	N/A	N/A
<b>Leave</b>					
Leave request approvals*	95%	100%	↑ 5%	N/A	N/A
Worked sick*	76%	67%	↓ 12%	N/A	N/A

Category	2018-19 PS results	2018-19 NRCan results	Variance	2017 NRCan results	Percent change
Median days worked sick*	1-3	4-6	↑ 1 interval	N/A	N/A
Worked sick due to heavy workload*	52%	65%	↑ 25%	N/A	N/A
Used up sick leave****	15%	11%	↓ 27%	N/A	N/A
Comfort with requesting leave**	4.22	4.39	↑ 4%	N/A	N/A
<b>Work/life balance</b>					
Median overtime hours worked*	10-19	10-19	-	N/A	N/A
Median overtime hours claimed*	1-9	0	↓ 1 interval	N/A	N/A
Flexible work request approvals*	84%	100%	↑ 19%	N/A	N/A
Working under flexible work arrangements*	59%	40%	↓ 32%	N/A	N/A
Opinion on ease of claiming overtime**	3.41	3.10	↓ 9%	N/A	N/A
Opinion on heaviness of workload***	3.48	3.63	↑ 4%	N/A	N/A
Ability to attend important home life events**	3.90	4.00	↑ 3%	N/A	N/A
Effects of workplace stress on mental health***	3.27	3.33	↑ 2%	N/A	N/A
Opinion on work/life balance support**	3.67	3.88	↑ 6%	N/A	N/A
Opinion on flexible work opportunities**	3.68	3.57	↓ 3%	N/A	N/A
Opinion on Workplace 2.0**	2.58	2.27	↓ 12%	N/A	N/A
<b>General / Positive work environment</b>					
Opinion on ability to report wrongdoing**	3.21	3.13	↓ 3%	N/A	N/A
Job enjoyment**	4.13	4.41	↑ 7%	N/A	N/A
Opinion on positivity of work environment**	3.66	3.82	↑ 4%	N/A	N/A
Opinion on relationship with supervisor**	4.29	4.29	-	N/A	N/A
Opinion on relationship with senior management**	3.91	3.82	↓ 2%	N/A	N/A
Opinion on relationship with colleagues**	4.54	4.59	↑ 1%	N/A	N/A
Would leave department for more PD opportunities	29%	53%	↑ 83%	N/A	N/A
Would leave department for more promotion opportunities	48%	59%	↑ 23%	N/A	N/A
Would leave department for more flex opportunities	36%	41%	↑ 14%	N/A	N/A
Would leave department for a better work/life balance	39%	35%	↓ 10%	N/A	N/A

Category	2018-19 PS results	2018-19 NRCan results	Variance	2017 NRCan results	Percent change
Would leave department for a more positive work environment	37%	48%	↑ 30%	N/A	N/A
Opinion on fairness of department's competitions***	3.06	3.47	↑ 13%	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

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

- An increase in responses from 2017, when NRCan did not meet the minimum 20 respondent threshold
- Approximately 19% of FIs at NRCan filled out the survey (confidence rating of 95% +/- 18%; moderate response rate and statistical significance)

Demographics	NRCan	PS
French responses	14%	21%
English responses	86%	79%
FI-2s or FI-3s	64%	70%
Served in the public service for 10 years or more	82%	77%
Located in the NCR	86%	65%
Median age group	35-44	35-44
Female	45%	58%
Male	55%	41%
Hold bachelor's degree or higher	100%	90%
Hold a CPA designation or are in pursuit of one	59%	56%
Supervise employees	41%	55%

## Notable results

### Professional development

- ❖ On a scale of 1 (not at all interested) to 5 (very interested), of seven different categories, FIs at NRCan were most interested in conferences and events (average of 4.61), acting

opportunities within the FI classification (4.06), management and leadership training (3.94) and systems, operation, policy or resource management training (3.94).

## Work/life balance

- ❖ 53% of FIs at NRCan have worked overtime in the last 12 months (vs 77% in the public service).
- ❖ Of those who reported working overtime, 67% 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, 13% are working compressed work weeks (vs 21% in the public service), 7% are teleworking (vs 30% in the public service) and 27% are working flexible hours (vs 19% in the public service). 60% of respondents aren't working under any flexible work arrangements (vs 41% in the public service).
- ❖ Of the 8 open-ended suggestions for possible work/life balance improvements, the most common was to increase staffing resources and have more reasonable deadlines.

## 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 NRCan were having good relationships with supervisors (an average of 9.59), having easy access to their manager and an open flow of communication (9.59) and a balanced work/home life (9.35).

## Staffing

- ❖ 53% of respondents agreed that the number of non-advertised competitions had increased over the past 12 months (vs 43% in the public service).
- ❖ 18% 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).