

# State of the FI Community Survey 2015: Report Card



Department	FI-03s (proportion)	FI-04s (proportion)	PD	Language training	Leave approval	Sick days worked	OT worked	OT claimed vs. worked	Flexible arrangements	Work-life balance	Job enjoyment	Positive work environment	Relationships (supervisors)	Relationships (colleagues)
Aboriginal Affairs and Northern Development Canada				X	X	X	X			X			X	X
Agriculture and Agri-Food Canada	√				√		√							
Canada Border Services Agency			X							X	X	X	X	
Correctional Service Canada	X	X	X			√		X			X	X		
Department of Foreign Affairs, Trade and Development						X								X
Department of Justice								√						
Department of National Defence				X			X							
Employment and Social Development Canada	X													
Environment Canada			√	√					√				√	
Fisheries and Oceans Canada					√									
Health Canada							X							
Heritage Canada		√				√		√	√	√		√		
Industry Canada	√		√	√	X	√	√			√	√	√		
Natural Resources Canada		√			X					X	X	X		X
Public Works and Government Services Canada									X					
Royal Canadian Mounted Police								√	√	√			√	
Shared Services Canada								X						√
Statistics Canada			√	√				X	X			√		√
Transport Canada	X	X									√		√	√
Treasury Board Secretariat	√	√					√						X	
Veterans Affairs Canada		X	X	X	√	X			X		√			

√ = among top 3 departments

X = among bottom 3 departments

The report card above was created based on the 2015 FI State of the Community survey results. The survey was conducted in September and October 2015. The 21 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 1456 FIs represented by ACFO 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 questions, for reference, is <https://www.surveymonkey.com/r/MZG9PHQ>.

Category	Determination of Ranking	Top Ranking	Bottom Ranking
FI-03 and FI-04 proportion	The number of FI-03s and FI-04s respectively within the department compared to other FI levels within the department. This measure demonstrates which departments are willing to invest in higher-ranking positions and provide information on which departments provide the best opportunities for advancement within the FI group.	Departments with the highest proportion of FI-03s/ FI-04s	Departments with the lowest proportion of FI-03s/FI-04s
Professional development	The combined average of questions prompting feelings about professional development opportunities and the level of training received being able to meet and/or exceed job requirements (Q15a, b, c, d).	Departments with the most opportunities for professional development	Departments with the fewest opportunities for professional development
Language training	The average response on a scale of 1 (strongly disagree) to 5 (strongly agree) of Q15e's prompt on feelings about language training received allowing for career advancement.	Departments with the most opportunities for language training	Departments with the fewest opportunities for language training
Leave approval	Percentage of leave requests approved to rejected (Q18).	Departments with the highest percentage of leave requests approved	Departments with the lowest percentage of leave requests approved
Sick days worked	The mode (most frequent interval) and median (middle interval) of how many days sick were worked in the last 12 months (Q21). For variables with unequal increments, the median and mode are the most effective measure of the 'average' response. For departments whose mode & median tied other departments, the tie was broken by the percentage of FIs who worked sick in the last 12 months (Q20).	Departments with the fewest days worked sick	Departments with the largest amount of days worked sick
Overtime worked	The median (middle) and mode (most frequent) response for number of overtime hours worked in the last 12 months (Q29). For variables with unequal increments, the median and mode are the most effective measure of the 'average' response. For departments whose mode & median tied other departments, the tie was broken by proportion of FIs who answered 30 hours or more of overtime hours worked.	Departments with the lowest median number of overtime hours worked	Departments with the highest median number of overtime hours worked
Overtime claimed vs worked	The average response on a scale of 1 (strongly disagree) to 5 (strongly agree) of Q34a's prompt on FIs feelings about their ease of claiming overtime.	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 working arrangements	The average response on a scale of 1 (strongly disagree) to 5 (strongly agree) of Q34f's prompt on feelings about opportunities for flexible working arrangements.	Departments with the most opportunities for flexible working arrangements	Departments with the fewest opportunities for flexible working arrangements
Work/life balance	Combined average of response on a scale of 1 (strongly disagree) to 5 (strongly agree) prompting respondents about working through their lunch hour, missing important home events due to work, stresses from the workplace negatively affecting their mental health, and receiving the support they need from their department for a balanced work/home life (Q34b, c, d, e).	Departments with the best work life/balance	Departments with the worst work/life balance
Job enjoyment	The average response on scale of 1 (strongly disagree) to 5 (strongly agree) to question, "In general, I enjoy my job" (Q36a).	Departments with the highest average	Departments with the lowest average
Positive work environment	The average response on scale of 1 (strongly disagree) to 5 (strongly agree) to question, "My department (agency or organization) has a positive work environment" (Q36b).	Departments with the highest average	Departments with the lowest average
Relationships with supervisors	The average response on scale of 1 (strongly disagree) to 5 (strongly agree) to question, "I have a positive working relationship with my supervisor" (Q36c).	Departments with the highest average	Departments with the lowest average
Relationships with colleagues	The average response on scale of 1 (strongly disagree) to 5 (strongly agree) to question, "I have a positive working relationship with my colleagues" (Q36d).	Departments with the highest average	Departments with the lowest average