

State of the FI Community Survey 2015

Foreign Affairs and Trade Development

Demographics

- ❖ 63 responses – approximately 35% of FIs at DFATD filled out the survey (confidence rate of 95% +/- 12%; high response rate and moderate statistical significance)
- ❖ 21 French responses (33%), 42 English responses (67%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ 3 out of 5 are FI-03s (38%) or FI-04s (21%)
- ❖ Average 10-14 years in the public service and 5-9 years as an FI with DFATD
- ❖ 52% female (vs 57% in the public service)
- ❖ 95% located in the NCR (vs 67% in the public service)
- ❖ 71% hold a bachelor's degree (vs 79% in the public service), but 62% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ Of the 21 reported language training requests in the past 12 months, 19 (91%) were approved (vs 62% approval rate for FIs in the rest of the public service)
- ❖ 60% attended professional development initiatives in the past 12 months (vs 50% of FIs in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated DFATD's professional development opportunities at an average of 3.77 (vs 3.62 in the public service) and language training at 2.78 (vs 2.73 in the public service)
- ❖ Language training and management/leadership training the most sought-after forms of professional development at DFATD

Work/life balance

- ❖ FIs at DFATD averaged 20-29 overtime hours worked in the last 12 months yet averaged only 0-9 overtime hours claimed
- ❖ 28% worked 30 hours of overtime or more in the last 12 months, yet less than half (10%) claimed 30 hours of more
- ❖ 44% have requested flexible working arrangements in the last 5 years (vs 49% in the public service), and nearly all requests were for a compressed schedule or telework
- ❖ Of the 24 requests, 16 were approved (67% approval) (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated DFATD's flexible work opportunities at 2.98 (vs 3.23 in the rest of the public service)
- ❖ Slightly lower opinions about work/life balance than the rest of the public service

Leave

- ❖ 80% of FIs at DFATD have gone to work sick in the last 12 months (same as the public service), averaging 4-6 sick days worked a year
- ❖ 68% reported going to work sick due to heavy workload/deadlines (vs 65% in the public service)
- ❖ 17% used up all their sick leave credits in a calendar year over the past 5 years (vs 13% in the public service)
- ❖ 10% requested an advance of sick leave credits (vs 5% in the public service), with 5 of the 6 requests approved (83%) (vs 81% in the public service)

Job satisfaction / general

- ❖ FIs at DFATD generally enjoy their job, feel they have excellent relationships with their colleagues and good relationships with their supervisors, but have moderate feelings about their work environment (satisfaction of 3.18 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance and a positive work environment rank as top priorities for FIs at DFATD
- ❖ 74% would leave the department for a higher salary (vs 65% of the public service) and 63% would leave for a more positive working environment (vs 56% of the public service)

Overall DFATD performance

- ❖ High-performing areas
 - Job satisfaction/work relationships
 - Professional development
- ❖ Average-performing areas
 - Language training
 - Flexible working arrangements
- ❖ Areas for improvement
 - Work/life balance
 - Positive work environment
 - Overtime worked & claimed