

State of the FI Community Survey 2015

Health Canada

Demographics

- ❖ 78 responses – approximately 36% of FIs at Health filled out the survey (confidence rate of 95% +/- 10%; high response rate and statistically significant)
- ❖ 5 French responses (6%), 73 English responses (94%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ On average served 10-14 years both in the public service and as an FI
- ❖ 56% female (vs 58% in the public service)
- ❖ 85% in the NCR (62%) or in the Prairies (23%)
- ❖ 71% hold a bachelor's degree (vs 78% of the public service) and 26% hold a college diploma (vs 18% of the public service)
- ❖ 44% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ Of the 21% of FIs at Health who requested language training in the last 12 months (compared to 28% of the public service), 81% had their requests approved (vs 62% of FIs in the public service)
- ❖ 36% did not request to attend any paid professional development initiatives in the last 12 months (vs 40% in the public service) and 87% of requests were approved (vs 83% in the public service); several comments about FMI PD week denials
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Health's professional development opportunities at an average of 3.88 (vs 3.62 in the public service) and language training at 2.77 (vs 2.73 in the public service)
- ❖ Language/technical training the most sought-after forms of professional development at Health Canada

Work/life balance

- ❖ 42% of FIs at Health worked 30 hours of overtime or more in the last 12 months (vs 33% of public service), yet less than half (19%) claimed 30 hours or more
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs at Health rate their ease of claiming overtime at 3.6 (vs 3.25 in the public service)
- ❖ 41% have requested flexible working arrangements in the last 5 years (vs. 49% of the public service), with many requests for either compressed schedules or telework; however, only 67% of requests were approved (vs 73% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Health's flexible work opportunities at an average of 3.14 (vs 3.23 in the public service)
- ❖ Slightly lower opinions about opportunities for flexible working arrangements than the rest of the public service, but slightly higher opinions about work/life balance support

Leave

- ❖ 9% of leave requests at Health are rejected (vs 7% in the public service), with operational requirements frequently listed as the reason for denial
- ❖ 84% have gone to work sick in the last 12 months (vs 79% of FIs in the public service), averaging 4-6 sick days worked a year
- ❖ 60% cited tight deadlines/heavy workloads as a reason for going to work sick
- ❖ 20% used up all their allotted sick leave credits in the last 5 years (vs. 13% in the public service)

Job satisfaction / general

- ❖ FIs at Health generally enjoy their job and feel they have excellent relationships with their supervisors and colleagues; however, most feel moderately about their department's work environment (satisfaction of 3.41 out of 5) (3.28 for the rest of the public service)
- ❖ Work/life balance the top priority for FIs at Health followed by a positive work environment
- ❖ 66% would leave the department for a higher salary (vs 65% of the rest of FIs), with a better work/life balance and a more positive work environment close behind (58% and 57% respectively)

Overall Health Canada performance

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