

State of the FI Community Survey 2015

Justice Canada

Demographics

- ❖ 38 responses – approximately 36% of FIs at Justice filled out the survey (confidence rate of 95% +/- 14%; high response rate and moderate statistical significance)
- ❖ 6 French responses (16%), 38 English responses (84%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ Average 10-14 years in the public service, 5-9 years as an FI with Justice
- ❖ 50/50 male/female split (vs 43/57 male/female split in the public service)
- ❖ 65% located in the NCR (vs 67% in the public service)
- ❖ 84% hold a bachelor's degree (vs 79% in the public service) and 58% hold a CPA designation or are in pursuit of one (vs 54% of the public service)

Professional development

- ❖ Of the 9 reported language training requests at Justice in the past 12 months, 6 (67%) were approved (vs 62% approval rate for FIs in the rest of the public service)
- ❖ 53% attended professional development initiatives in the past 12 months (vs 50% in the public service) at an approval rate of 75% (vs 83% in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Justice's professional development opportunities at an average of 3.58 (vs 3.62 in the public service) and language training at 2.86 (vs 2.73 in the public service)
- ❖ Language training and systems training were the most sought-after forms of professional development at Justice

Work/life balance

- ❖ FIs at Justice average 10-19 overtime hours worked in the last 12 months yet average only 0-9 overtime hours claimed
- ❖ 27% worked 30 hours of overtime or more in the last 12 months, yet less than half (12%) claimed 30 hours of more
- ❖ 59% requested flexible working arrangements in the last 5 years (vs 49% in the public service), and nearly all requests were for a compressed schedule
- ❖ Of the 20 requests, 18 were approved (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Justice's flexible work opportunities at 3.55 (vs 3.23 in the rest of the public service)
- ❖ FIs at Justice have moderate opinions about work/life balance support (3.32 out of 5), have moderate to high stress levels (3.61 out of 5) and have generally positive feelings about their ability to claim overtime hours (3.83 out of 5)
- ❖ Slightly more positive feelings about their work/life balance than the rest of the public service

Leave

- ❖ 88% of FIs at Justice have gone to work sick in the last 12 months (vs 80% of FIs in the public service), averaging 4-6 sick days worked a year
- ❖ 73% reported going to work sick due to heavy workload/deadlines (vs 65% in the public service)
- ❖ 12% used up all their earned sick leave credits in a calendar year over the last 5 years (vs 13% in the public service)

Job satisfaction / general

- ❖ FIs at Justice 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 2.85 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 Justice
- ❖ More FIs at Justice (62%) would leave the department for a more positive work environment than for a higher salary (59%)

Overall Justice Canada performance

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