

Treasury Board of Canada Secretariat

Demographics

- ❖ 32 responses – approximately 25% of FIs at Treasury Board filled out the survey (confidence rate of 95% +/- 17%; high response rate and moderate statistical significance)
- ❖ 4 French responses (13%), 27 English responses (87%) (compared to 24%/76% French/English split for the entire survey response)
- ❖ Average 10-14 years in the public service and as an FI, but 5-9 years as an FI with Treasury Board
- ❖ 58% female (same as survey response as a whole)
- ❖ 84% located in the NCR and 16% in Ontario (excluding the NCR)
- ❖ 72% hold a bachelor's degree (vs 79% in the public service), but 69% hold a CPA designation or are in pursuit of one (vs 54% in the public service)

Professional development

- ❖ Of the 16 reported language training requests in the past 12 months, 12 (75%) were approved (vs 62% approval rate for FIs in the rest of the public service)
- ❖ 65% 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 Treasury Board's professional development opportunities at an average of 3.72 (vs 3.62 in the public service) and language training at 3.16 (vs 2.73 in the public service)
- ❖ No one form of professional development identified as a priority for FIs at Treasury Board

Work/life balance

- ❖ FIs at Treasury Board average 0-9 overtime hours worked in the last 12 months and average 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
- ❖ 62% 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 20 requests, 12 were approved (60% approval) (vs 73% approval in the public service)
- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated Treasury Board's flexible work opportunities at 3.29 (vs 3.23 in the rest of the public service)
- ❖ FIs at Treasury Board have slightly lower opinions about work/life balance than the rest of the public service

Leave

- ❖ 77% of FIs at Treasury Board have gone to work sick in the last 12 months (vs 80% in the public service), averaging 1-3 sick days worked a year
- ❖ 50% reported going to work sick due to heavy workload/deadlines
- ❖ 10% have used up all their sick leave credits in a calendar year in the last 5 years (vs 13% in the public service)

Job satisfaction / general

- ❖ FIs at Treasury Board 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 2.97 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 Treasury Board
- ❖ 56% would leave the department for a higher salary (vs 65% of the public service), 53% would leave for more flexible work arrangements (vs 56% of the PS), and 41% would leave for a better work/life balance (vs 50% of the PS)

Overall Treasury Board of Canada Secretariat performance

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