



U.S. Occupational Safety and Health Review Commission 2016 Federal Employee Viewpoint Survey Results

Accomplishing the mission of the U.S. Occupational Safety and Health Review Commission (“OSHRC”) depends on having the right people, doing the right work, with the right qualifications and skills, at the right time. OSHRC’s success depends on the talent and motivation of its workforce, which is enhanced by the agency’s efforts to seek employees’ feedback and respond to their needs and concerns.

1. **Interpretation of Results:** The 2016 Federal Employee Viewpoint Survey (FEVS) provides employees with the opportunity to candidly share their perceptions of their work experiences, their agency, and their leaders. OSHRC’s employees’ views present leadership with a broad diversity of opinions on topics ranging from hiring and retention to organizational effectiveness. The results of the 2016 FEVS are reviewed and analyzed in order to determine patterns and themes which identify OSHRC’s strengths and challenges.

The Federal Employee Viewpoint Survey included eighty four (84) items that measure employees’ perceptions about how effectively OSHRC manages its workforce. The survey is grouped into seven topic areas:

- Personal Work Experiences
- Work Unit
- Agency
- Supervisor
- Leadership
- Satisfaction
- Work/Life Programs

The 2016 FEVS results reflect:

- 70 survey items have positive ratings of 65% or more (strengths)
- 0 survey items have negative ratings of 35% or less (weaknesses)
- 63 survey items increased by 5 percentage points or more since 2015
- 1 survey item decreased by 10 percentage points or more since 2015

(See attached results for the specific corresponding survey item numbers above.)

OSHRC employees are committed to the agency's mission; they are willing to give extra to get the job done and are proud of the quality of their work. This is evidenced by the high positive scores on the following items:

- 100% Positive – When needed I am willing to put in the extra effort to get a job done. (Q. 7)
- 100% Positive – The work I do is important. (Q. 13)
- 100% Positive – How would you rate the overall quality of work done by your work unit? (Q. 28)
- 97% Positive – I am constantly looking for ways to do my job better. (Q. 8)
- 97% Positive – I know how my work relates to the agency's goals and priorities. (Q. 12)
- 96% Positive – I know what is expected of me on the job. (Q. 6)
- 96% Positive – I like the kind of work I do. (Q. 5)
- 92% Positive – Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 60)

OSHRC employees also had positive responses to questions about the agency's Work/Life programs and physical conditions as evidenced below.

- 100% Positive – Senior leaders demonstrate support for Work/Life programs. (Q. 62)
- 100% Positive – Employees are protected from health and safety hazards on the job. (Q. 35)
- 100% Positive – How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) (Q. 82)
- 94% Positive – How satisfied are you with the following Work/Life programs in your agency? Telework. (Q. 79)

The highest percent negative items are in the areas of pay, resources and empowerment, demonstrating opportunities to improve.

- 25% Negative – Creativity and innovation are rewarded. (Q. 32)
- 24% Negative – Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)
- 19% Negative – Pay raises depend on how well employees perform their jobs. (Q. 33)
- 18% Negative – Considering everything, how satisfied are you with your pay? (Q. 70)
- 15% Negative – How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)
- 15% Negative – How satisfied are you with the training you receive for your present job? (Q. 68)

Challenges identified from this year's survey include employee performance, promotions/pay raises, and training. OSHRC is a small Federal agency with a workforce of only 66 full-time equivalent positions. Opportunities for pay increases and

promotions are limited due to the small size of OSHRC and because a majority of the positions require specialized experience and specific education requirements. In addition, spending on training, promotions and internal advancement opportunities, performance awards, and recognition is often limited due to budgetary constraints. OSHRC continues to do well even in the face of such challenges.

Overall, the results from the 2016 Federal Employee Viewpoint Survey are favorable. OSHRC performed particularly well in terms of Work/Life programs and providing meaningful work related to the agency's mission. Furthermore, the results continue to show that our employees believe that they do important work and understand how their work supports the goals and mission of our agency. Employees responded positively (strongly agree/agree or very satisfied/satisfied) to questions concerning how they rate the quality of work done by their work unit, the importance of their jobs, their willingness to put in the extra effort, and their commitment to excellence and continual improvement. OSHRC values its employees and respects workplace perceptions. Insight garnered from the 2016 FEVS provides an opportunity for the agency to identify potential challenges, which can lead to the implementation of appropriate corrective measures.

2. **How the survey was conducted:** The 2016 Federal Employee Viewpoint Survey was conducted by the Office of Personnel Management (OPM). OPM distributed survey invitations to OSHRC employees by individual electronic mail messages. The survey administration period began on May 3, 2016, and ended on June 14, 2016. The Office of the Executive Director informed employees about the survey invitation and routinely encouraged them to participate. Survey results were collected by OPM and forwarded to OSHRC for review and evaluation. Survey participation was voluntary and all responses are confidential and anonymous. When OPM delivered the survey results, no information was provided to tie responses to individual employees.

For more detailed information about the survey visit: www.fedview.opm.gov

3. **Description of sample:** OPM used a hybrid-sampling survey methodology. Consequently, all permanent part-time and full-time OSHRC employees on board as of October 2015 were invited to participate.
4. **Survey items and response choices:** All survey items and response choices required by 5 CFR 250.302 are included in the 2016 FEVS and are included in OSHRC's 2016 FEVS Survey Results on pages 4-11 of this document.
5. **Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 45 employees and 26 responded. The 2016 employee response rate is 57.8%. The survey pool is representative of the agency population and includes full-time and part-time permanent supervisors, non-supervisors, managers, and executives.

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	73.60%	37.52%	36.08%	13.66%	12.74%	0.00%	12.74%	26	N/A
2	I have enough information to do my job well.	96.54%	57.75%	38.79%	0.00%	3.46%	0.00%	3.46%	26	N/A
3	I feel encouraged to come up with new and better ways of doing things.	86.34%	54.29%	32.05%	6.92%	3.29%	3.46%	6.74%	26	N/A
4	*My work gives me a feeling of personal accomplishment.	90.72%	64.49%	26.23%	5.82%	3.46%	0.00%	3.46%	26	N/A
5	*I like the kind of work I do.	96.42%	57.19%	39.22%	3.58%	0.00%	0.00%	0.00%	25	N/A
6	I know what is expected of me on the job.	96.42%	63.40%	33.01%	3.58%	0.00%	0.00%	0.00%	25	N/A
7	When needed I am willing to put in the extra effort to get a job done.	100%	73.13%	26.87%	0.00%	0.00%	0.00%	0.00%	25	N/A
8	I am constantly looking for ways to do my job better.	96.54%	61.96%	34.58%	3.46%	0.00%	0.00%	0.00%	26	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	86.51%	40.98%	45.53%	3.29%	6.74%	3.46%	10.20%	26	0
10	*My workload is reasonable.	87.26%	39.19%	48.07%	6.92%	5.82%	0.00%	5.82%	26	0
11	*My talents are used well in the workplace.	85.85%	50.21%	35.64%	6.99%	0.00%	7.17%	7.17%	25	0
12	*I know how my work relates to the agency's goals and priorities.	96.54%	70.14%	26.40%	3.46%	0.00%	0.00%	0.00%	26	0
13	*The work I do is important.	100.00%	79.82%	20.18%	0.00%	0.00%	0.00%	0.00%	25	0
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in workplace) allow employees to perform their jobs well.	86.34%	57.58%	28.76%	6.92%	6.74%	0.00%	6.74%	26	0
15	*My performance appraisal is a fair reflection of my performance.	86.01%	58.03%	27.98%	13.99%	0.00%	0.00%	0.00%	23	3

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16	I am held accountable for achieving results.	96.42%	64.36%	32.06%	3.58%	0.00%	0.00%	0.00%	25	1
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	93.08%	52.86%	40.23%	0.00%	0.00%	6.92%	6.92%	26	0
18	*My training needs are assessed.	77.06%	23.52%	53.54%	12.56%	6.92%	3.46%	10.38%	26	0
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	79.87%	56.99%	22.88%	12.82%	7.31%	0.00%	7.31%	20	6
20	*The people I work with cooperate to get the job done.	92.65%	51.47%	41.19%	3.67%	3.67%	0.00%	3.67%	25	N/A
21	*My work unit is able to recruit people with the right skills.	83.05%	35.16%	47.90%	13.49%	0.00%	3.46%	3.46%	26	0
22	*Promotions in my work unit are based on merit.	84.38%	44.32%	40.05%	11.62%	0.00%	4.01%	4.01%	22	4
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	66.57%	38.39%	28.18%	26.00%	7.43%	0.00%	7.43%	24	2
24	*In my work unit, differences in performance are recognized in a meaningful way.	78.52%	28.78%	49.74%	12.89%	0.00%	8.59%	8.59%	21	4
25	Awards in my work unit depend on how well employees perform their jobs.	95.99%	47.26%	48.73%	0.00%	0.00%	4.01%	4.01%	22	4
26	Employees in my work unit share job knowledge with each other.	96.54%	51.93%	44.61%	3.46%	0.00%	0.00%	0.00%	26	0
27	The skill level in my work unit has improved in the past year.	76.06%	37.19%	38.86%	20.36%	3.58%	0.00%	3.58%	25	1
28	How would you rate the overall quality of work done by your work unit?	100%	80.34%	19.66%	0.00%	0.00%	0.00%	0.00%	26	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.58%	34.80%	57.79%	3.71%	3.71%	0.00%	3.71%	24	1
30	*Employees have a feeling of personal empowerment with respect to work processes.	81.64%	34.80%	46.84%	7.42%	3.52%	7.42%	10.94%	24	1

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31	Employees are recognized for providing high quality products and services.	88.87%	31.09%	57.79%	3.71%	3.71%	3.71%	7.42%	24	1
32	*Creativity and innovation are rewarded.	71.69%	34.80%	36.90%	3.71%	20.89%	3.71%	24.60%	24	1
33	*Pay raises depend on how well employees perform their jobs.	68.21%	35.11%	33.10%	12.50%	15.13%	4.17%	19.29%	21	4
34	Policies and programs promote diversity in workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	92.30%	36.33%	55.97%	3.85%	0.00%	3.85%	3.85%	23	1
35	*Employees are protected from health and safety hazards on the job.	100%	53.79%	46.21%	0.00%	0.00%	0.00%	0.00%	25	0
36	*My organization has prepared employees for potential security threats.	89.06%	38.69%	50.37%	3.71%	7.23%	0.00%	7.23%	24	1
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	88.85%	45.63%	43.22%	0.00%	3.72%	7.43%	11.15%	24	1
38	Prohibited Personnel Practices (for example, illegally discriminating for/against any employee/ applicant, obstructing person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	92.57%	51.89%	40.68%	0.00%	0.00%	7.43%	7.43%	24	1
39	My agency is successful at accomplishing its mission.	96.29%	48.27%	48.02%	0.00%	3.71%	0.00%	3.71%	24	0
40	I recommend my organization as a good place to work.	89.43%	50.39%	39.04%	0.00%	3.40%	7.17%	10.57%	25	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	75.28%	42.45%	32.83%	6.99%	10.57%	7.17%	17.74%	25	0
42	*My supervisor supports my need to balance work and other life issues.	92.57%	75.54%	17.03%	3.72%	3.72%	0.00%	3.72%	24	1
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.82%	37.19%	42.63%	10.57%	6.03%	3.58%	9.61%	25	0
44	*Discussions with my supervisor about my performance are worthwhile.	79.26%	52.07%	27.18%	10.77%	6.25%	3.72%	9.97%	24	1

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45	My supervisor is committed to a workforce representative of all segments of society.	89.67%	51.16%	38.51%	6.48%	0.00%	3.85%	3.85%	23	2
46	My supervisor provides me with constructive suggestions to improve my job performance.	83.22%	44.00%	39.22%	7.17%	6.03%	3.58%	9.61%	25	0
47	*Supervisors in my work unit support employee development.	83.22%	44.00%	39.22%	3.58%	9.61%	3.58%	13.19%	25	0
48	My supervisor listens to what I have to say.	92.83%	57.19%	35.64%	3.58%	0.00%	3.58%	3.58%	25	N/A
49	My supervisor treats me with respect.	92.83%	53.61%	39.22%	0.00%	3.58%	3.58%	7.17%	25	N/A
50	In the last six months, my supervisor has talked with me about my performance.	78.68%	50.21%	28.47%	21.32%	0.00%	0.00%	0.00%	25	N/A
51	*I have trust and confidence in my supervisor.	83.22%	53.61%	29.61%	13.19%	3.58%	0.00%	3.58%	25	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	89.65%	47.40%	42.25%	6.49%	3.86%	0.00%	3.86%	23	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	88.42%	36.21%	52.22%	3.86%	3.86%	3.86%	7.72%	23	1
54	My organization's senior leaders maintain high standards of honesty and integrity.	92.30%	53.79%	38.51%	0.00%	3.85%	3.85%	7.70%	23	1
55	*Supervisors work well with employees of different backgrounds.	89.04%	51.89%	37.15%	3.53%	3.72%	3.72%	7.43%	24	0
56	*Managers communicate the goals and priorities of the organization.	85.32%	48.36%	36.96%	10.96%	3.72%	0.00%	3.72%	24	0
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	86.96%	52.43%	34.54%	8.69%	4.35%	0.00%	4.35%	20	4
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.52%	34.59%	36.93%	4.13%	20.43%	3.92%	24.35%	22	1
59	Managers support collaboration across work units to accomplish work objectives.	88.85%	37.40%	51.46%	3.72%	7.43%	0.00%	7.43%	24	0

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60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	92.28%	70.54%	21.74%	3.86%	0.00%	3.86%	3.86%	23	0
61	*I have a high level of respect for my organization's senior leaders.	96.14%	61.41%	34.73%	0.00%	0.00%	3.86%	3.86%	23	0
62	Senior leaders demonstrate support for Work/Life programs.	100%	57.75%	42.25%	0.00%	0.00%	0.00%	0.00%	23	0
63	*How satisfied are you with your involvement in decisions that affect your work?	84.95%	46.56%	38.39%	3.67%	7.53%	3.86%	11.38%	23	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	77.42%	35.37%	42.06%	7.53%	15.05%	0.00%	15.05%	23	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	74.40%	32.54%	41.86%	15.24%	6.49%	3.86%	10.35%	23	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	84.76%	42.50%	42.25%	3.86%	7.53%	3.86%	11.38%	23	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	45.72%	21.35%	24.37%	39.23%	7.53%	7.53%	15.05%	23	N/A
68	*How satisfied are you with the training you receive for your present job?	70.74%	18.72%	52.02%	14.02%	7.53%	7.72%	15.24%	23	N/A
69	*Considering everything, how satisfied are you with your job?	96.14%	47.59%	48.55%	3.86%	0.00%	0.00%	0.00%	23	N/A
70	*Considering everything, how satisfied are you with your pay?	74.21%	36.01%	38.20%	7.72%	10.35%	7.72%	18.07%	23	N/A
71	Considering everything, how satisfied are you with your organization?	88.62%	51.45%	37.16%	7.53%	0.00%	3.86%	3.86%	23	N/A

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	19	79.74%
Yes, I was notified that I was not eligible to telework.	3	20.26%
No, I was not notified of my telework eligibility.	0	0.00%
Not sure if I was notified of my telework eligibility.	0	0.00%
Total	22	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2	7.83%
I telework 1 or 2 days per week.	11	45.49%
I telework, but no more than 1 or 2 days per month.	1	3.81%
I telework very infrequently.	1	6.75%
I do not telework because I have to be physically present on the job.	0	0.00%
I do not telework because I have technical issues.	1	3.81%
I do not telework because I did not receive approval to do so.	2	13.51%
I do not telework because I choose not to telework.	4	18.80%
Total	22	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	3	14.58%
No	17	77.79%
Not available to me	2	7.63%
Total	22	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	9	39.23%
No	13	57.11%
Not available to me	1	3.67%
Total	23	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	4	22.02%
No	17	77.98%
Not available to me	0	0.00%
Total	21	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	1	6.75%
No	15	67.43%
Not available to me	6	25.82%
Total	22	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	1	7.04%
No	14	66.07%
Not available to me	6	26.90%
Total	21	100.00%

Percentages are weighted to represent the Agency's population.

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79	How satisfied are you with the following Work/Life programs in your agency? Telework	94.03%	42.09%	51.94%	0.00%	5.97%	0.00%	5.97%	15	0
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	73.85%	46.32%	27.53%	0.00%	26.15%	0.00%	26.15%	3	0
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	67.34%	43.61%	23.74%	20.48%	12.17%	0.00%	12.17%	7	1
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100%	38.99%	61.01%	0.00%	0.00%	0.00%	0.00%	3	1
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	1	0
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	1	0

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.