

2012 Federal Employee Viewpoint Survey U.S. Occupational Safety and Health Review Commission

Accomplishing the mission of the U.S. Occupational Safety and Health Review Commission (“OSHRC”) depends on getting the right people in the right place, doing the right work, with the right qualifications and skills, at the right time. A major part of these efforts is reaching out to OSHRC’s employees and gathering feedback, and responding to the concerns and needs of OSHRC staff. OSHRC’s success depends on the talent and motivation of its workforce. Recruiting and retaining the best and the brightest individuals depend, in large part, on the quality of the work environment.

Interpretation of Results: OSHRC scored especially high on the items that measure Work/Life programs. In fact, while there was a smaller pool of respondents for these questions, 100% of the respondents are Very Satisfied/Satisfied with OSHRC’s Alternate Work Schedules program. In addition, 92% are Very Satisfied/ Satisfied with the Health and Wellness Programs that OSHRC provides to its employees.

OSHRC also scored very well on items in the “My Work Experience” category. Approximately 92% of the respondents Strongly Agree/Agree that when needed they are willing to put in the extra effort to get a job done. In addition, 90% of the respondents Strongly Agree/Agree that they are constantly looking for ways to do their job better. In the “My Work Unit” category, 92% of the respondents rated the overall quality of work done by their work unit as being Very Good/Good.

The two questions with the lowest scores are as follows: My Work Unit category: Approximately 48% of the respondents Strongly Agree/Agree that promotions in their work unit are based on merit. My Satisfaction category: Approximately 41% of the respondents Strongly Agree/Agree that they are satisfied with their opportunity to get a better job in their organization. OSHRC’s senior management team would like to see an improvement in these areas and will seek ways to provide internal advancement opportunities whenever possible. However, OSHRC is a small Federal agency with a workforce of only 65 full-time equivalent positions. Opportunities for 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, promotions and internal advancement opportunities are often limited due to budgetary constraints.

How the survey was conducted: The 2012 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 April 4, 2012 and ended on May 16, 2012. The Office of the Executive Director informed employees

about the survey invitation and encouraged them to participate. Survey results were collected by OPM and forwarded to OSHRC for evaluation.

Description of sample: The survey was distributed to 50 employees and 41 responded. This number included all full time, permanent employees.

Survey items and response choices: The survey topics included the following: My Work Experience, Items 1-19; My Work Unit, Items 20-28; My Agency, Items 29-41; My Supervisor/Team Leader, Items 42-52; Leadership, Items 53-62; My Satisfaction, Items 63-71; and Work/Life, Items 72-84.

Number of employees surveyed, number responded, and representativeness of respondents: The survey was distributed to 50 employees and 41 responded. The 2012 employee response rate is 82% in comparison to 69% in 2011. These respondents are representative of the agency population and include non-supervisors, supervisors, managers, and executives.