

OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		9	21	7	4	1	42	NA
	%	69.61	21.25	48.35	17.76	9.95	2.68	100.00	
2. I have enough information to do my job well.	N		16	21	2	1	2	42	NA
	%	87.22	37.82	49.41	5.74	2.29	4.75	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		15	15	3	5	3	41	NA
	%	71.69	36.01	35.68	7.96	12.81	7.53	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		17	18	3	1	2	41	NA
	%	83.65	40.17	43.48	8.30	2.63	5.42	100.00	
*5. I like the kind of work I do.	N		16	20	2	1	2	41	NA
	%	87.11	38.09	49.02	5.39	2.09	5.42	100.00	
6. I know what is expected of me on the job.	N		18	17	5	1	1	42	NA
	%	82.94	42.12	40.82	12.95	2.04	2.07	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		26	16	0	0	0	42	NA
	%	100.00	60.56	39.44	0.00	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		21	20	1	0	0	42	NA
	%	97.84	49.02	48.82	2.16	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		7	21	5	7	2	42	0
	%	65.15	16.37	48.78	12.62	16.93	5.29	100.00	
*10. My workload is reasonable.	N		12	23	3	2	2	42	0
	%	82.10	27.42	54.68	8.00	4.60	5.29	100.00	
*11. My talents are used well in the workplace.	N		13	19	1	4	4	41	0
	%	77.07	30.75	46.32	2.35	10.92	9.66	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		19	21	0	1	0	41	0
	%	97.62	45.31	52.30	0.00	2.38	0.00	100.00	
*13. The work I do is important.	N		26	13	1	2	0	42	0
	%	92.50	60.92	31.58	2.61	4.89	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		19	18	0	4	1	42	0
	%	86.73	44.20	42.52	0.00	10.59	2.68	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		14	17	3	2	2	38	3
	%	82.43	36.98	45.45	7.74	4.61	5.23	100.00	
16. I am held accountable for achieving results.	N		18	21	3	0	0	42	0
	%	92.53	41.75	50.78	7.47	0.00	0.00	100.00	

Survey Administration Period: April 23, 2013 to June 7, 2013

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* AES prescribed items

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

Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		18	14	3	0	6	41	1
	%	77.32	41.93	35.39	6.92	0.00	15.76	100.00	
*18. My training needs are assessed.	N		5	16	8	7	6	42	0
	%	48.15	11.52	36.63	20.51	17.24	14.10	100.00	
*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).	N		12	17	1	0	2	32	10
	%	90.45	37.33	53.12	3.39	0.00	6.16	100.00	
*20. The people I work with cooperate to get the job done.	N		11	24	1	4	2	42	NA
	%	83.07	25.54	57.54	2.57	9.63	4.72	100.00	
*21. My work unit is able to recruit people with the right skills.	N		7	19	8	3	4	41	1
	%	62.95	16.72	46.23	20.44	6.65	9.97	100.00	
*22. Promotions in my work unit are based on merit.	N		7	12	9	2	7	37	5
	%	51.14	18.71	32.43	23.86	6.16	18.84	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		9	19	5	4	2	39	3
	%	71.25	22.15	49.10	12.60	10.43	5.72	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		7	13	8	4	5	37	4
	%	53.21	18.59	34.62	21.91	11.66	13.22	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		6	17	6	4	5	38	4
	%	58.61	14.75	43.86	17.25	11.31	12.83	100.00	
26. Employees in my work unit share job knowledge with each other.	N		11	25	1	2	2	41	0
	%	87.66	25.54	62.12	2.21	5.31	4.83	100.00	
27. The skill level in my work unit has improved in the past year.	N		9	19	7	4	1	40	2
	%	68.45	21.93	46.51	17.93	10.81	2.81	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		27	13	1	0	1	42	NA
	%	94.71	62.15	32.56	2.61	0.00	2.68	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		10	30	0	0	2	42	0
	%	94.71	23.86	70.85	0.00	0.00	5.29	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	59.31	7 15.87	18 43.44	6 15.76	5 12.93	5 12.00	41 100.00	1
31. Employees are recognized for providing high quality products and services.	N %	68.28	6 13.49	23 54.78	5 12.99	3 7.01	5 11.72	42 100.00	0
*32. Creativity and innovation are rewarded.	N %	58.83	7 15.57	18 43.26	4 9.36	7 17.53	6 14.29	42 100.00	0
*33. Pay raises depend on how well employees perform their jobs.	N %	39.47	3 7.62	12 31.85	11 28.74	7 18.78	5 13.01	38 100.00	4
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	60.02	8 20.34	15 39.68	7 18.40	4 11.26	4 10.33	38 100.00	3
*35. Employees are protected from health and safety hazards on the job.	N %	94.71	19 44.56	21 50.14	1 2.61	0 0.00	1 2.68	42 100.00	0
*36. My organization has prepared employees for potential security threats.	N %	79.69	13 30.59	20 49.10	2 4.47	3 8.24	3 7.60	41 100.00	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	62.06	13 32.64	11 29.42	5 13.74	3 8.21	6 15.99	38 100.00	4
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	82.64	13 34.49	17 48.16	4 11.59	0 0.00	2 5.77	36 100.00	4
39. My agency is successful at accomplishing its mission.	N %	89.61	19 44.01	18 45.60	3 8.01	1 2.38	0 0.00	41 100.00	0
40. I recommend my organization as a good place to work.	N %	75.26	19 42.86	13 32.40	5 12.72	3 6.72	2 5.29	42 100.00	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	63.14	15 37.00	11 26.14	5 13.77	4 10.14	5 12.95	40 100.00	2
*42. My supervisor supports my need to balance work and other life issues.	N %	86.36	22 51.50	14 34.86	1 2.08	2 4.68	3 6.88	42 100.00	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	72.92	16 38.18	15 34.74	3 6.69	3 8.42	5 11.97	42 100.00	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	69.84	17 41.22	11 28.62	7 17.63	1 2.69	4 9.84	40 100.00	0

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		14	15	3	1	3	36	6
	%	79.45	38.81	40.64	8.79	3.15	8.61	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		17	13	7	1	4	42	0
	%	71.18	40.10	31.07	16.85	2.57	9.40	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		16	17	2	2	4	41	1
	%	79.70	38.86	40.84	5.59	5.01	9.71	100.00	
48. My supervisor/team leader listens to what I have to say.	N		20	11	7	2	2	42	NA
	%	73.46	46.59	26.87	17.59	4.20	4.75	100.00	
49. My supervisor/team leader treats me with respect.	N		21	12	3	4	2	42	NA
	%	78.06	49.30	28.75	7.82	9.38	4.75	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		18	18	4	0	2	42	NA
	%	85.96	42.33	43.63	9.28	0.00	4.76	100.00	
*51. I have trust and confidence in my supervisor.	N		20	11	5	3	3	42	NA
	%	73.48	46.62	26.86	11.83	6.81	7.87	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		22	10	6	2	2	42	NA
	%	75.85	50.80	25.05	15.20	4.20	4.75	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		13	14	6	6	3	42	0
	%	63.90	30.33	33.57	13.91	14.85	7.34	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		19	11	3	5	3	41	1
	%	71.87	44.97	26.90	7.46	13.18	7.49	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		18	16	3	2	2	41	1
	%	81.06	42.09	38.97	8.20	5.89	4.85	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		16	19	3	2	2	42	0
	%	82.49	36.77	45.71	8.11	4.68	4.72	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		14	21	4	0	1	40	2
	%	86.66	34.50	52.17	10.51	0.00	2.83	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		13	17	3	4	4	41	1
	%	72.45	31.02	41.42	8.36	8.98	10.21	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		13	18	2	5	3	41	1
	%	74.61	30.94	43.67	5.97	11.88	7.53	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		23	10	3	3	1	40	0
	%	82.46	57.32	25.14	7.59	7.14	2.81	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		23	10	3	4	2	42	0
	%	77.81	53.01	24.80	8.01	9.45	4.72	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		19	16	1	3	2	41	1
	%	85.73	46.21	39.52	2.38	7.03	4.85	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		14	17	4	5	2	42	NA
	%	73.38	30.95	42.43	9.87	11.99	4.75	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		11	22	5	3	1	42	NA
	%	77.60	25.63	51.98	12.99	6.72	2.68	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		10	20	6	3	3	42	NA
	%	70.46	23.70	46.76	14.99	7.19	7.36	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		13	13	6	8	1	41	NA
	%	62.01	30.97	31.04	16.20	19.06	2.74	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		3	13	16	4	6	42	NA
	%	37.16	6.68	30.49	38.81	9.20	14.83	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		5	16	8	11	2	42	NA
	%	50.76	11.55	39.21	19.37	24.57	5.29	100.00	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		14	19	2	4	2	41	NA
	%	79.69	33.60	46.10	5.86	9.03	5.41	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		5	19	6	8	4	42	NA
	%	57.14	12.08	45.06	15.47	17.74	9.65	100.00	
71. Considering everything, how satisfied are you with your organization?	N		15	16	5	4	2	42	NA
	%	72.94	34.89	38.05	12.88	8.88	5.29	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	32	75.74
No	8	19.42
Not sure	2	4.84
Total	42	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	1	2.16
I telework 1 or 2 days per week.	16	38.35
I telework, but no more than 1 or 2 days per month.	4	8.69
I telework very infrequently, on an unscheduled or short-term basis.	2	4.90
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	9.39
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	2.68
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	4	9.32
I do not telework because I choose not to telework.	10	24.52
Total	42	100.00

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	13	32.07
No	21	50.22
Not available to me	7	17.71
Total	41	100.00

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	11	26.47
No	21	50.14
Not available to me	10	23.40
Total	42	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	5	12.41
No	33	77.67
Not available to me	4	9.92
Total	42	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	2	5.13
No	28	65.93
Not available to me	12	28.94
Total	42	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	1	2.83
No	26	61.59
Not available to me	15	35.58
Total	42	100.00

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	90.91	8 34.25	13 56.66	1 4.83	1 4.26	0 0.00	23 100.00	0
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	92.24	9 73.91	2 18.33	1 7.76	0 0.00	0 0.00	12 100.00	2
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)	N %	90.49	4 39.71	5 50.77	0 0.00	1 9.51	0 0.00	10 100.00	1
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	69.08	2 69.08	0 0.00	1 30.92	0 0.00	0 0.00	3 100.00	2
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)	N %	0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	1 100.00	1
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	1 100.00	0

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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