

Annual Employee Survey Results, 2009
U.S. Occupational Safety and Health Review Commission

1. Interpretation of Results: The U.S. Occupational Safety and Health Review Commission (OSHRC) scored especially high (i.e., greater than 81% favorable – Strongly Agree/Agree) on all of the items for questions measuring personal work experiences. In fact, 100% of the respondents Strongly Agree/Agree that the people they work with cooperate to get the done job; their work gives them a feeling of personal accomplishment; they like the kind of work they do; and they have trust and confidence in their supervisor.

OSHRC also scored well on all of the items regarding recruitment, development, and retention. An overwhelming 100% of the respondents strongly agree that the work they do is important. Additionally, 100% of the respondents Strongly Agree/Agree that the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals; they know how their work relates to the agency's goals and priorities, and their talents are used well in the workplace.

Responses to the leadership questions are also very positive. A total of 100% of the respondents Strongly Agree/Agree that managers review and evaluate the organization's progress toward meeting its goals and objectives; they have a high level of respect for the organization's senior leaders; and their workload is reasonable.

The category involving job satisfaction scored reasonably well, but could be better. Approximately 36% of the respondents are dissatisfied or very dissatisfied with their pay. The Office of Personnel Management administers the General Schedule (GS) pay schedule on behalf of federal agencies, although changes to the GS must normally be authorized by the president (via Executive Order) or by Congress (via legislation). Additionally, administrative law judges are paid under 5 U.S.C. 5372, and the Executive Schedule is linked to the rates of pay for the GS, Senior Executive Service, and other Federal civilian pay systems. With this said, OSHRC has little flexibility in increasing pay for most occupations. However, OSHRC will review this category to determine if it can be improved for the upcoming year.

2. How the survey was conducted: The survey was distributed online and employees submitted paper copies of their responses to the Human Resources Office.
3. Description of sample: A total of 17 employees within the agency were surveyed. Because the Office of Personnel Management is expected to disseminate the Employee Viewpoint Survey to all Federal employees within the next few months, only a portion of the Review Commission's population was surveyed.
4. Survey items and response choices: See the below tables for survey items and choices.
5. Number of employees surveyed, number responded, and representatives of respondents. The survey was distributed to 17 employees and 11 responded. The response rate is 64%. These respondents are representatives of the agency population and include non-supervisors, supervisors, managers, and executives.

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Surveys Sent: 17

Surveys Returned: 11

Response Rate: 64%

Prescribed Questions: Personal Work Experiences							
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Did Not Answer
1. The people I work with cooperate to get the job done.	Percentages	81.82%	18.18%	0	0	0	0
2. I am given a real opportunity to improve my skills in my organization.	Percentages	45.5%	36.4%	18.1%	0	0	0
3. My work gives me a feeling of personal accomplishment.	Percentages	90.9%	9.1%	0	0	0	0
4. I like the kind of work I do.	Percentages	91%	9%	0	0	0	0
5. I have trust and confidence in my supervisor.	Percentages	63.64%	36.36	0	0	0	0
Item Text		Very Good	Good	Fair	Poor	Very Poor	Did Not Answer
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Percentages	90.91%	9.09%	0	0	0	0

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Prescribed Questions: Recruitment, Development & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Did Not Answer
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Percentages	36.4%	63.6%	0	0	0	0	0
8. My work unit is able to recruit people with the right skills.	Percentages	54.5%	36.4%	0	0	0	9.1%	0
9. I know how my work relates to the agency's goals and priorities.	Percentages	90.9%	9.1%	0	0	0	0	0
10. The work I do is important.	Percentages	100%	0	0	0	0	0	0
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	Percentages	63.6%	18.2%	9.1%	0	9.1%	0	0
12. Supervisors/team leaders in my work unit support employee development.	Percentages	55%	27%	9%	9%	0	0	0
13. My talents are used well in the workplace.	Percentages	73%	27%	0	0	0	0	0
14. My training needs are assessed.	Percentages	18.2%	54.5%	9.1%	9.1%	0	0	9.1%
15. Promotions in my work unit are based on merit.	Percentages	45.5%	27.3%	18.2%	0	0	9.1%	0
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Percentages	18.18%	36.37%	27.27%	0	0	18.18%	0
17. Creativity and innovation are rewarded.	Percentages	36.4%	45.4%	0	9.1%	0	9.1%	0
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Did Not Answer
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Percentages	18.2%	0	9%	0	0	45.5%	27.3%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Did Not Answer
19. In my work unit, differences in performance are recognized in a meaningful way.	Percentages	36.3%	18.2%	18.2%	0	0	27.3%	0
20. Pay raises depend on how well employees perform their jobs.	Percentages	27.3%	36.4%	0	9.1%	0	18.1%	9.1%

21. My performance appraisal is a fair reflection of my performance.	Percentages	27.3%	9.1%	9.1%	0	0	9.1%	45.4%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	Percentages	36.4%	36.4%	9%	0	0	0	18.2%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Percentages	54.5%	45.5%	0	0	0	0	0
24. My supervisor supports my need to balance work and family issues.	Percentages	72.7%	27.3%	0	0	0	0	0

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Prescribed Questions: Leadership

Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Did Not Answer
25. I have a high level of respect for my organization's senior leaders.	Percentages	54.5%	45.5%	0	0	0	0	0
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Percentages	27.3%	63.6%	9.1%	0	0	0	0
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Percentages	45.5%	54.5%	0	0	0	0	0
28. Employees are protected from health and safety hazards on the job.	Percentages	63.6%	27.3%	0	0	9.1%	0	0
29. Employees have a feeling of personal empowerment and ownership of work processes.	Percentages	45.5%	36.4%	0	0	0	18.1%	0
30. My workload is reasonable.	Percentages	45.45%	54.55%	0	0	0	0	0
31. Managers communicate the goals and priorities of the organization.	Percentages	54.5%	36.4%	9.1%	0	0	0	0
32. My organization has prepared employees for potential security threats.	Percentages	45.5%	45.5%	0	0	9%	0	0

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Prescribed Questions: Job Satisfaction							
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied	Did Not Answer
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Percentages	55%	36%	9%	0	0	0
34. How satisfied are you with your involvement in decisions that affect your work?	Percentages	45.5%	36.4%	18.1%	0	0	0
35. How satisfied are you with your opportunity to get a better job in your organization?	Percentages	27.3%	9%	45.5%	0	0	18.2%
36. How satisfied are you with the recognition you receive for doing a good job?	Percentages	36.4%	45.5%	0	0	0	18.1%
37. How satisfied are you with the policies and practices of your senior leaders?	Percentages	45.5%	45.5%	9%	0	0	0
38. How satisfied are you with the training you receive for your present job?	Percentages	27.3%	63.6%	9.1%	0	0	0
39. Considering everything, how satisfied are you with your job?	Percentages	72.7%	27.3%	0	0	0	0
40. Considering everything, how satisfied are you with your pay?	Percentages	45.5%	18.2%	0	27.3%	9.0%	0