



U.S. Occupational Safety and Health Review Commission 2023 Federal Employee Viewpoint Survey Results

The U.S. Occupational Safety and Health Review Commission (Review Commission) seeks feedback from employees every year through the Federal Employee Viewpoint Survey (FEVS). The FEVS measures how employees feel about their work environment, leadership, work/life balance, and other aspects of the agency. Accomplishing the mission of the agency depends on having the right people, doing the right work, with the right qualifications and skills, at the right time. The Review Commission'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 2023 FEVS provided employees with the opportunity to candidly share their perceptions of their work experiences, their agency, and their leaders. The views of the Review Commission's employees present leadership with a broad diversity of opinions on topics ranging from hiring and retention to organizational effectiveness. The results of the 2023 FEVS were reviewed and analyzed to determine patterns and themes which identify the Review Commission's strengths and challenges.

The FEVS included 90 items that measure employees' perceptions about how effectively the Review Commission manages its workforce. The survey questions were grouped into several topic areas including employee engagement, global satisfaction, performance confidence, and diversity, equity, inclusion, and accessibility.

There were 32 questions that received 100 percent positive responses. Examples of these questions include:

- Q3: My work gives me a feeling of personal accomplishment.
- Q4: I know what is expected of me on the job.
- Q7: I know how my work relates to the agency's goals.
- Q9: I have enough information to do my job well.
- Q11: I am held accountable for the quality of work I produce.
- Q12: I have a clear idea of how well I am doing my job.
- Q13: I have the autonomy to decide how I do my job.
- Q15: The people I work with cooperate to get the job done.
- Q37: My organization is successful at accomplishing its mission.
- Q48: Supervisors in my work unit support employee development.

- Q49: My supervisor supports my need to balance work and other life issues.
- Q52: I have trust and confidence in my supervisor.
- Q72: Considering everything, how satisfied are you with your organization?
- Q74: My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

The highest percent negative items include the following:

- Q71: Considering everything, how satisfied are you with your pay? 18%
- Q17: In my work unit, differences in performance are recognized in a meaningful way. 12%
- Q40: Information is openly shared in my organization. 10%
- Q14: I can make decisions about my work without getting permission first. 9%

Overall, the results from the 2023 FEVS are favorable. In fact, 89 items were identified as strengths (65% positive or higher), and 0 items were identified as challenges (35% negative or higher). 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. The Review Commission values its employees and recognizes the importance of providing a work environment that is safe, conducive to professional growth, and an overall great place to work. Insight garnered from the 2023 FEVS (e.g., communication with leadership and among different work units) 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 2023 FEVS was conducted by OPM. Survey invitations were distributed to Review Commission employees by individual electronic mail messages from OPM. The survey administration period began on May 16, 2023, and ended on July 14, 2023. The Review Commission’s Executive Director informed employees about the survey invitation and encouraged them to participate. Survey results were collected by OPM and forwarded to the Executive Director 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 information about the survey visit: <https://www.opm.gov/fevs/about/>

Description of sample: OPM used a hybrid-sampling survey methodology. Consequently, all permanent Review Commission employees on-board on or before November 30, 2022, were invited to participate. Contractors were not eligible to participate in the FEVS.

Survey items and response choices: All survey items and response choices required by 5 CFR § 250.302 were included in the 2023 FEVS and are included in the Review Commission’s survey results on pages 4-9 of this document.

3. **Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 43 employees and 18 responded. The overall response rate was nearly 42 percent. The survey pool is representative of the agency population and includes permanent employees (supervisors, non-supervisors, managers, and executives).

		Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N	
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	90%	45%	46%	10%	0%	0%	0%	8	8	2	0	0	18	N/A	
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	90%	45%	46%	10%	0%	0%	0%	8	8	2	0	0	18	N/A	
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	100%	38%	62%	0%	0%	0%	0%	7	11	0	0	0	18	N/A	
4	I know what is expected of me on the job.	Agree-disagree	100%	60%	40%	0%	0%	0%	0%	11	7	0	0	0	18	N/A	
5	*My workload is reasonable.	Agree-disagree	93%	43%	50%	7%	0%	0%	0%	8	9	1	0	0	18	N/A	
6	*My talents are used well in the workplace.	Agree-disagree	88%	32%	57%	7%	5%	0%	5%	6	10	1	1	0	18	N/A	
7	*I know how my work relates to the agency's goals.	Agree-disagree	100%	65%	35%	0%	0%	0%	0%	12	6	0	0	0	18	N/A	
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	91%	55%	36%	9%	0%	0%	0%	10	6	2	0	0	18	0	
9	I have enough information to do my job well.	Agree-disagree	100%	51%	49%	0%	0%	0%	0%	9	9	0	0	0	18	N/A	
10	I receive the training I need to do my job well.	Agree-disagree	89%	51%	38%	11%	0%	0%	0%	9	7	2	0	0	18	N/A	
11	I am held accountable for the quality of work I produce.	Agree-disagree	100%	63%	37%	0%	0%	0%	0%	11	7	0	0	0	18	N/A	
12	I have a clear idea of how well I am doing my job.	Agree-disagree	100%	61%	39%	0%	0%	0%	0%	11	7	0	0	0	18	N/A	
13	I have the autonomy to decide how I do my job.	Agree-disagree	100%	55%	45%	0%	0%	0%	0%	10	8	0	0	0	18	N/A	
14	I can make decisions about my work without getting permission first.	Agree-disagree	79%	35%	44%	12%	4%	5%	9%	6	8	2	1	1	18	N/A	
15	*The people I work with cooperate to get the job done.	Agree-disagree	100%	61%	39%	0%	0%	0%	0%	11	7	0	0	0	18	N/A	
16	See page 9 for responses to this question																

17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	55%	16%	39%	33%	12%	0%	12%	3	6	5	2	0	16	2
18	Employees in my work unit share job knowledge.	Agree-disagree	94%	62%	32%	6%	0%	0%	0%	11	6	1	0	0	18	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	100%	66%	34%	0%	0%	0%	0%	12	6	0	0	0	18	0
20	Employees in my work unit meet the needs of our customers.	Always-never	100%	66%	34%	0%	0%	0%	0%	12	6	0	0	0	18	0
21	Employees in my work unit contribute positively to my agency's performance.	Always-never	100%	76%	24%	0%	0%	0%	0%	13	4	0	0	0	17	0
22	Employees in my work unit produce high-quality work.	Always-never	88%	66%	22%	12%	0%	0%	0%	12	4	2	0	0	18	0
23	Employees in my work unit adapt to changing priorities.	Always-never	100%	75%	25%	0%	0%	0%	0%	13	4	0	0	0	17	1
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Agree-disagree	88%	36%	51%	12%	0%	0%	0%	5	7	2	0	0	14	4
25	I can influence decisions in my work unit.	Agree-disagree	88%	38%	50%	12%	0%	0%	0%	7	9	2	0	0	18	N/A
26	I know what my work unit's goals are.	Agree-disagree	100%	68%	32%	0%	0%	0%	0%	12	6	0	0	0	18	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	73%	32%	41%	27%	0%	0%	0%	6	7	5	0	0	18	0
28	My work unit successfully manages disruptions to our work.	Agree-disagree	95%	50%	45%	5%	0%	0%	0%	8	7	1	0	0	16	1
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	78%	27%	50%	22%	0%	0%	0%	5	8	4	0	0	17	1
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	85%	26%	59%	15%	0%	0%	0%	5	10	3	0	0	18	0
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	79%	26%	53%	21%	0%	0%	0%	5	9	4	0	0	18	0
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	89%	35%	54%	11%	0%	0%	0%	7	9	2	0	0	18	0
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	82%	29%	53%	18%	0%	0%	0%	5	8	3	0	0	16	1
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	100%	48%	52%	0%	0%	0%	0%	8	9	0	0	0	17	1
35	Employees are recognized for providing high quality products and services.	Agree-disagree	70%	40%	30%	30%	0%	0%	0%	7	5	5	0	0	17	1
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	95%	64%	32%	5%	0%	0%	0%	11	6	1	0	0	18	0
37	My organization is successful at accomplishing its mission.	Agree-disagree	100%	66%	34%	0%	0%	0%	0%	12	6	0	0	0	18	0

38	I have a good understanding of my organization's priorities.	Agree-disagree	100%	61%	39%	0%	0%	0%	0%	11	7	0	0	0	18	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	100%	62%	38%	0%	0%	0%	0%	10	6	0	0	0	16	2
40	Information is openly shared in my organization.	Agree-disagree	79%	28%	50%	12%	10%	0%	10%	5	9	2	2	0	18	0
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	89%	59%	30%	11%	0%	0%	0%	10	6	2	0	0	18	0
42	My organization effectively adapts to changing government priorities.	Agree-disagree	95%	62%	33%	0%	5%	0%	5%	10	6	0	1	0	17	1
43	My organization has prepared me for potential physical security threats.	Agree-disagree	95%	58%	37%	5%	0%	0%	0%	10	7	1	0	0	18	0
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	95%	56%	39%	5%	0%	0%	0%	9	7	1	0	0	17	0
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	84%	47%	36%	16%	0%	0%	0%	8	6	3	0	0	17	1
46	*I recommend my organization as a good place to work.	Agree-disagree	88%	55%	33%	12%	0%	0%	0%	10	6	2	0	0	18	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	84%	49%	35%	11%	5%	0%	5%	9	6	2	1	0	18	0
48	Supervisors in my work unit support employee development.	Agree-disagree	100%	76%	24%	0%	0%	0%	0%	12	4	0	0	0	16	0
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	100%	85%	15%	0%	0%	0%	0%	15	3	0	0	0	18	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	100%	80%	20%	0%	0%	0%	0%	14	4	0	0	0	18	N/A
51	My supervisor treats me with respect.	Agree-disagree	100%	73%	27%	0%	0%	0%	0%	13	5	0	0	0	18	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	100%	78%	22%	0%	0%	0%	0%	14	4	0	0	0	18	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	95%	72%	23%	5%	0%	0%	0%	13	4	1	0	0	18	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	100%	85%	15%	0%	0%	0%	0%	15	3	0	0	0	18	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	95%	63%	32%	5%	0%	0%	0%	11	6	1	0	0	18	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	95%	63%	32%	5%	0%	0%	0%	11	6	1	0	0	18	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	85%	61%	23%	15%	0%	0%	0%	11	4	3	0	0	18	0
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	95%	67%	28%	5%	0%	0%	0%	12	5	1	0	0	18	0

59	*Managers communicate the goals of the organization.	Agree-disagree	95%	61%	34%	0%	5%	0%	5%	11	6	0	1	0	18	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	84%	58%	26%	11%	0%	5%	5%	10	4	2	0	1	17	1
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	100%	72%	28%	0%	0%	0%	0%	12	5	0	0	0	17	0
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	89%	68%	21%	11%	0%	0%	0%	12	4	2	0	0	18	0
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	85%	56%	29%	15%	0%	0%	0%	10	5	3	0	0	18	0
64	Management encourages innovation.	Agree-disagree	84%	57%	27%	11%	5%	0%	5%	10	5	2	1	0	18	0
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	90%	51%	40%	5%	5%	0%	5%	9	7	1	1	0	18	0
66	Management involves employees in decisions that affect their work.	Agree-disagree	79%	44%	35%	17%	5%	0%	5%	8	6	3	1	0	18	0
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	84%	36%	48%	11%	5%	0%	5%	7	8	2	1	0	18	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	84%	26%	57%	11%	5%	0%	5%	5	9	2	1	0	17	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	84%	49%	35%	11%	5%	0%	5%	9	6	2	1	0	18	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	100%	31%	69%	0%	0%	0%	0%	6	12	0	0	0	18	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	71%	18%	53%	11%	18%	0%	18%	4	9	2	3	0	18	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	100%	37%	63%	0%	0%	0%	0%	7	11	0	0	0	18	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	81%	52%	29%	19%	0%	0%	0%	9	5	3	0	0	17	1
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	100%	57%	43%	0%	0%	0%	0%	10	7	0	0	0	17	1
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	80%	43%	38%	20%	0%	0%	0%	8	7	3	0	0	18	0
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	100%	73%	27%	0%	0%	0%	0%	11	4	0	0	0	15	3

77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	81%	64%	17%	19%	0%	0%	0%	10	3	3	0	0	16	2
78	Employees in my work unit make me feel I belong.	Agree-disagree	100%	50%	50%	0%	0%	0%	0%	9	9	0	0	0	18	0
79	Employees in my work unit care about me as a person.	Agree-disagree	100%	53%	47%	0%	0%	0%	0%	9	8	0	0	0	17	1
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	89%	49%	40%	6%	5%	0%	5%	9	7	1	1	0	18	0
81	In my work unit, people's differences are respected.	Agree-disagree	95%	49%	46%	5%	0%	0%	0%	9	8	1	0	0	18	0
82	I can be successful in my organization being myself.	Agree-disagree	95%	49%	46%	5%	0%	0%	0%	9	8	1	0	0	18	0
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	88%	48%	40%	12%	0%	0%	0%	5	4	1	0	0	10	7
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	88%	48%	40%	12%	0%	0%	0%	5	4	1	0	0	10	6
85	My organization meets my accessibility needs.	Agree-disagree	88%	48%	40%	12%	0%	0%	0%	5	4	1	0	0	10	6
86	My job inspires me.	Agree-disagree	90%	44%	46%	10%	0%	0%	0%	8	8	2	0	0	18	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	100%	49%	51%	0%	0%	0%	0%	9	9	0	0	0	18	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	65%	43%	21%	35%	0%	0%	0%	8	4	6	0	0	18	N/A
89	I identify with the mission of my organization.	Agree-disagree	100%	67%	33%	0%	0%	0%	0%	12	6	0	0	0	18	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	95%	73%	22%	5%	0%	0%	0%	13	4	1	0	0	18	N/A

*AES prescribed items as of 2017 (5 CFR Part 250, Subpart C).

**Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Performance Dimension: Goal Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	5	30.8%	8	25.4%
Remain in the work unit and continue to underperform	2	9.8%	3	9.3%
Leave the work unit - removed or transferred	5	26.1%	2	5.9%
Leave the work unit - quit	5	26.7%	4	13.9%
There are no poor performers in my work unit	3	16.4%	10	31.9%
Do Not Know	4	21.1%	5	16.7%
Total (percents will add to more than 100% because respondents could choose more than one response option)	18	N/A	31	N/A

Percentages are weighted to represent the Agency's population.

A "-a" indicates that there are no trending results available for the year.

Source: **Occupational Safety and Health Review Commission AES Report, 2023 OPM Federal Employee Viewpoint Survey**