



U.S. Occupational Safety and Health Review Commission 2018 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 2018 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 2018 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 seventy-eight (78) 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 2018 FEVS results reflect:

- 52 survey items have positive ratings of 65% or more (strengths)
 - 3 survey items are identified as 35% negative or higher (weaknesses)
- (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 – I know what is expected of me on the job. (Q. 6)
- 100% Positive – When needed I am willing to put in the extra effort to get a job done. (Q. 7)
- 100% Positive – I know how my work relates to the agency’s goals. (Q. 12)

- 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)
- 95% Positive – I have enough information to do my job well (Q. 2)
- 95% Positive – I am constantly looking for ways to do my job better. (Q. 8)
- 94% Positive – I like the kind of work I do. (Q. 5)
- 92% Positive – *The people I work with cooperate to get the job done. (Q. 20)
- 91% Positive – My performance appraisal is a fair reflection of my performance. (Q. 15)
- 91% Positive – I am held accountable for achieving results. (Q. 16)
- 90% Positive – My work gives me a feeling of personal accomplishment. (Q. 4)
- 90% Positive – *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 29)

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

- 88% Positive – Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)
- 88% Positive – My supervisor supports my need to balance work and other life issues. (Q. 42)
- 87% Positive – How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (Q. 75)
- 85% Positive – My organization has prepared employees for potential security threats. (Q. 36)
- 85% Positive – Employees are protected from health and safety hazards on the job. (Q. 35)
- 85% Positive – How satisfied are you with the following Work/Life programs in your agency? Telework (Q. 73)

The highest percent negative items are primarily in the areas of pay and performance.

- 50% Negative – Pay raises depend on how well employees perform their jobs. (Q. 33)
- 34% Negative – How satisfied are you with the information you receive from management on what’s going on in your organization? (Q. 64)
- 30% Negative – How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)

The largest increase in percent positive is, “My performance appraisal is a fair reflection of my performance.” The percentage point change to this question increased by 28 percent in comparison to 2017. The largest decrease in percent positive is, “Policies and programs promote diversity in the workplace.” The percentage point change to this question decreased by 25 percent in comparison to 2017.

Challenges identified from this year's survey primarily include promotions/pay raises and performance. OSHRC is a small Federal agency with a workforce of only 62 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 may be limited due to budgetary constraints. However, OSHRC continues to do well even in the face of such challenges.

Overall, the results from the 2018 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 2018 FEVS provides an opportunity for the agency to identify potential challenges, which may lead to the implementation of appropriate corrective measures.

2. **How the survey was conducted:** The 2018 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 8, 2018 and ended June 19, 2018. 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 link responses to individual employees.

For more detailed information about the survey visit: <https://www.opm.gov/fevs/>

3. **Description of sample:** OPM used a hybrid-sampling survey methodology. Consequently, all permanent and full-time OSHRC employees on board as of October 2018 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 2018 FEVS and are included in OSHRC's 2018 FEVS Survey Results on pages 4-13 of this document.
5. **Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 46 employees and 20 responded. The 2018 employee response rate is 43.5%. The survey pool is representative of the agency population and includes full-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.	82.8%	37.5%	45.3%	13.5%	3.6%	0.0%	3.6%	19	N/A
2	I have enough information to do my job well.	95.7%	52.6%	43.1%	0.0%	4.3%	0.0%	4.3%	20	N/A
3	I feel encouraged to come up with new and better ways of doing things.	73.0%	46.8%	26.2%	17.8%	9.3%	0.0%	9.3%	20	N/A
4	My work gives me a feeling of personal accomplishment.	90.7%	60.5%	30.2%	5.9%	3.4%	0.0%	3.4%	20	N/A
5	I like the kind of work I do.	94.1%	60.5%	33.6%	5.9%	0.0%	0.0%	0.0%	20	N/A
6	I know what is expected of me on the job.	100.0%	56.8%	43.2%	0.0%	0.0%	0.0%	0.0%	20	N/A
7	When needed I am willing to put in the extra effort to get a job done.	100.0%	77.7%	22.3%	0.0%	0.0%	0.0%	0.0%	20	N/A
8	I am constantly looking for ways to do my job better.	95.3%	64.0%	31.3%	4.7%	0.0%	0.0%	0.0%	19	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	80.9%	39.5%	41.4%	0.0%	15.4%	3.7%	19.1%	20	0
10	*My workload is reasonable.	87.9%	39.5%	48.4%	4.2%	8.0%	0.0%	8.0%	20	0
11	*My talents are used well in the workplace.	76.0%	45.7%	30.3%	9.3%	14.6%	0.0%	14.6%	20	0
12	*I know how my work relates to the agency's goals.	100.0%	66.1%	33.9%	0.0%	0.0%	0.0%	0.0%	20	0
13	The work I do is important.	100.0%	73.8%	26.2%	0.0%	0.0%	0.0%	0.0%	20	0
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	88.1%	58.7%	29.4%	8.4%	0.0%	3.5%	3.5%	20	0
15	My performance appraisal is a fair reflection of my performance.	91.1%	67.8%	23.2%	4.9%	4.0%	0.0%	4.0%	17	2

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
16	I am held accountable for achieving results.	91.6%	56.3%	35.3%	4.3%	4.2%	0.00%	4.2%	20	0
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.7%	48.4%	28.3%	3.5%	8.3%	11.4%	19.8%	20	0
18	My training needs are assessed.	75.0%	39.5%	35.6%	4.2%	12.8%	8.0%	20.8%	20	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).	86.5%	68.1%	18.4%	9.3%	4.2%	0.0%	4.2%	16	4
20	*The people I work with cooperate to get the job done.	92.6%	40.2%	52.4%	0.0%	7.4%	0.0%	7.4%	18	N/A
21	My work unit is able to recruit people with the right skills.	70.7%	25.8%	44.9%	17.9%	7.7%	3.7%	11.4%	20	0
22	Promotions in my work unit are based on merit.	56.2%	30.8%	25.4%	26.1%	8.7%	9.0%	17.7%	18	2
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	75.4%	11.4%	64.0%	11.7%	9.0%	3.9%	12.9%	19	1
24	*In my work unit, differences in performance are recognized in a meaningful way.	57.1%	20.5%	36.5%	23.7%	19.2%	0.0%	19.2%	16	4
25	Awards in my work unit depend on how well employees perform their jobs.	60.0%	20.5%	39.5%	26.0%	9.4%	4.6%	14.0%	16	4
26	Employees in my work unit share job knowledge with each other.	85.2%	24.3%	60.8%	8.0%	6.9%	0.0%	6.9%	20	0
27	The skill level in my work unit has improved in the past year.	63.2%	24.2%	39.0%	29.2%	7.7%	0.0%	7.7%	20	0
28	How would you rate the overall quality of work done by your work unit?	100.0%	69.2%	30.8%	0.0%	0.00%	0.0%	0.0%	20	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	90.7%	50.2%	40.5%	9.3%	0.0%	0.0%	0.0%	20	0

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
30	Employees have a feeling of personal empowerment with respect to work processes.	62.2%	14.3%	47.8%	22.2%	11.4%	4.3%	15.6%	20	0
31	Employees are recognized for providing high quality products and services.	55.5%	26.2%	29.3%	26.7%	17.8%	0.0%	17.8%	20	0
32	Creativity and innovation are rewarded.	50.4%	23.8%	26.6%	32.6%	12.8%	4.3%	17.1%	20	0
33	Pay raises depend on how well employees perform their jobs.	39.4%	8.5%	30.9%	11.0%	40.3%	9.3%	49.6%	17	3
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	53.2%	16.2%	37.0%	25.4%	11.8%	9.6%	21.4%	18	2
35	Employees are protected from health and safety hazards on the job.	85.5%	45.0%	40.5%	7.7%	3.5%	3.4%	6.9%	20	0
36	My organization has prepared employees for potential security threats.	85.4%	28.4%	57.0%	7.7%	3.5%	3.4%	6.9%	20	0
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.1%	47.0%	8.0%	27.2%	4.8%	12.9%	17.7%	18	2
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.	80.5%	41.6%	39.0%	7.3%	0.0%	12.2%	12.2%	19	1
39	My agency is successful at accomplishing its mission.	88.3%	46.7%	41.6%	11.7%	0.0%	0.0%	0.0%	20	0

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
40	*I recommend my organization as a good place to work.	75.0%	46.7%	28.3%	21.5%	3.5%	0.0%	3.5%	20	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	58.1%	37.9%	20.2%	19.4%	18.9%	3.7%	22.6%	19	1
42	My supervisor supports my need to balance work and other life issues.	88.8%	62.1%	26.7%	11.2%	0.0%	0.0%	0.0%	20	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.0%	44.9%	31.0%	10.4%	13.6%	0.0%	13.6%	20	0
44	Discussions with my supervisor about my performance are worthwhile.	72.6%	54.8%	17.8%	23.8%	3.6%	0.0%	3.6%	19	1
45	My supervisor is committed to a workforce representative of all segments of society.	78.7%	54.8%	23.9%	13.3%	8.0%	0.0%	8.0%	19	1
46	My supervisor provides me with constructive suggestions to improve my job performance.	72.7%	47.5%	25.2%	19.3%	8.0%	0.0%	8.0%	19	1
47	Supervisors in my work unit support employee development.	87.9%	44.9%	42.9%	4.2%	4.3%	3.7%	8.0%	20	0
48	My supervisor listens to what I have to say.	88.8%	57.1%	31.7%	3.5%	4.3%	3.5%	7.7%	20	N/A
49	My supervisor treats me with respect.	81.7%	57.0%	24.7%	10.6%	4.3%	3.5%	7.7%	20	N/A
50	In the last six months, my supervisor has talked with me about my performance.	75.0%	39.1%	35.9%	21.5%	3.5%	0.0%	3.5%	20	N/A
51	I have trust and confidence in my supervisor.	84.6%	58.3%	26.3%	11.8%	3.6%	0.0%	3.6%	19	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	87.7%	56.6%	31.2%	8.3%	4.0%	0.00%	4.0%	18	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.7%	37.0%	17.8%	37.8%	3.8%	3.6%	7.4%	19	0

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
54	My organization's senior leaders maintain high standards of honesty and integrity.	58.0%	39.2%	18.8%	30.7%	7.7%	3.7%	11.4%	20	0
55	Supervisors work well with employees of different backgrounds.	74.0%	32.2%	41.8%	14.7%	11.3%	0.0%	11.3%	18	1
56	*Managers communicate the goals and priorities of the organization.	79.3%	39.1%	40.2%	13.5%	7.2%	0.0%	7.2%	20	0
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	82.7%	43.2%	39.5%	13.8%	3.5%	0.0%	3.5%	20	0
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.9%	27.1%	33.8%	9.7%	25.8%	3.6%	29.4%	19	0
59	Managers support collaboration across work units to accomplish work objectives.	67.8%	31.0%	36.9%	9.7%	18.8%	3.6%	22.4%	19	1
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	87.0%	40.9%	46.1%	8.8%	4.2%	0.0%	4.2%	17	3
61	I have a high level of respect for my organization's senior leaders.	56.4%	36.8%	19.7%	40.0%	3.6%	0.0%	3.6%	19	0
62	Senior leaders demonstrate support for Work/Life programs.	80.4%	34.3%	46.1%	11.6%	8.0%	0.0%	8.0%	17	3
63	*How satisfied are you with your involvement in decisions that affect your work?	85.3%	33.8%	51.6%	3.5%	11.2%	0.0%	11.2%	20	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	46.2%	29.6%	16.6%	19.6%	34.2%	0.0%	34.2%	20	N/A

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
65	*How satisfied are you with the recognition you receive for doing a good job?	54.5%	33.8%	20.8%	28.4%	17.1%	0.0%	17.1%	20	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	56.4%	26.9%	29.5%	24.6%	15.1%	3.8%	19.0%	19	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	19.0%	3.6%	15.4%	51.2%	29.8%	0.0%	29.8%	20	N/A
68	How satisfied are you with the training you receive for your present job?	66.1%	36.1%	30.0%	19.0%	7.2%	7.7%	14.9%	20	N/A
69	*Considering everything, how satisfied are you with your job?	84.3%	44.9%	39.4%	12.1%	3.6%	0.0%	3.6%	19	N/A
70	Considering everything, how satisfied are you with your pay?	73.4%	26.7%	46.7%	9.5%	12.8%	4.3%	17.1%	20	N/A
71	*Considering everything, how satisfied are you with your organization?	69.8%	20.9%	49.0%	22.2%	7.9%	0.0%	7.9%	19	N/A

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

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

Percentages are weighted to represent the Agency's population.

72. Please select the response below that BEST describes your current teleworking schedule.	N	%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%
I telework, but only about 1 or 2 days per month	2	9.5%
I telework 1 or 2 days per week	12	55.1%
I telework 3 or 4 days per week	1	3.6%
I telework every work day	1	5.9%
I do not telework because I have to be physically present on the job	0	0.0%
I do not telework because of technical issues that prevent me from teleworking	1	3.5%
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	2	13.0%
I do not telework because I choose not to telework	1	9.5%
Total	20	100.0%

73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %
Very Satisfied	7	31.3%
Satisfied	8	54.1%
Neither Satisfied nor Dissatisfied	1	3.8%
Dissatisfied	3	10.7%
Very Dissatisfied	0	0.0%
Item Response Total	19	100%
I choose not to participate in these programs	0	--
These programs are not available to me	1	--
I am unaware of these programs	0	--
Total	20	100.0%

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %
Very Satisfied	5	32.8%
Satisfied	6	39.2%
Neither Satisfied nor Dissatisfied	2	19.3%
Dissatisfied	2	8.8%
Very Dissatisfied	0	0.0%
Item Response Total	15	100.0%
I choose not to participate in these programs	3	--
These programs are not available to me	1	--
I am unaware of these programs	0	--
Total	19	100.0%

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %
Very Satisfied	4	16.2%
Satisfied	12	71.1%
Neither Satisfied nor Dissatisfied	2	12.7%
Dissatisfied	0	0.0%
Very Dissatisfied	0	0.0%
Item Response Total	18	100.0%
I choose not to participate in these programs	1	--
These programs are not available to me	0	--
I am unaware of these programs	1	--
Total	20	100.0%

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %
Very Satisfied	2	8.7%
Satisfied	7	51.6%
Neither Satisfied nor Dissatisfied	7	39.7%
Dissatisfied	0	0.0%
Very Dissatisfied	0	0.0%
Item Response Total	16	100.0%
I choose not to participate in these programs	3	--
These programs are not available to me	0	--
I am unaware of these programs	1	--
Total	20	100.0%

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %
Very Satisfied	0	0.0%
Satisfied	2	26.2%
Neither Satisfied nor Dissatisfied	6	66.8%
Dissatisfied	1	7.0%
Very Dissatisfied	0	0.0%
Item Response Total	9	100.0%
I choose not to participate in these programs	4	--
These programs are not available to me	5	--
I am unaware of these programs	2	--
Total	20	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %
Very Satisfied	0	0.0%
Satisfied	2	44.5%
Neither Satisfied nor Dissatisfied	3	55.5%
Dissatisfied	0	0.0%
Very Dissatisfied	0	0.0%
<hr/>		
Item Response Total	5	100.00%
I choose not to participate in these programs	5	--
These programs are not available to me	4	--
I am unaware of these programs	5	--
<hr/>		
Total	19	100.0%

Percentages are weighted to represent the Agency's population.
Percentages for demographic questions are unweighted.