



U.S. Occupational Safety and Health Review Commission 2021 Federal Employee Viewpoint Survey Results

Accomplishing the mission of the U.S. Occupational Safety and Health Review Commission (Review Commission) 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 2021 Federal Employee Viewpoint Survey (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 2021 FEVS were reviewed and analyzed in order to determine patterns and themes which identify the Review Commission's strengths and challenges.

The FEVS included 57 items that measures employees' perceptions about how effectively the Review Commission manages its workforce. The survey was grouped into seven topic areas:

- My Work Experiences
- My Work Unit
- My Agency
- My Supervisor
- Leadership
- My Satisfaction
- Pandemic and Return to the Worksite

For questions 1 through 57, the 2021 FEVS results reflect:

- 57 survey items have positive ratings of 70 percent or more
- 0 survey items have a negative rating of 30 percent or more

Review Commission employees are committed to the agency's mission. They are also willing to give extra to get the job done and are proud of the quality of their work. This is evidenced by receiving 100 percent positive scores on 21 of the 52 questions that had "Strongly Agree/Agree" response options (e.g., I know what is expected of me on the job (Q.4); my talents are used well in the workplace (Q.6); I know how my work relates to the agency's goals (Q.7); the people I work with

cooperate to get the job done (Q.9); my work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals (Q.13); employees in my work unit meet the needs of our customers (Q.14)).

Review Commission employees provided positive feedback on their work experience during the COVID-19 pandemic. In fact, 95 percent of employees believe senior leaders have demonstrated commitment to employee health and safety and that supervisors have supported their efforts to stay healthy and safe while working. Ninety-four percent believe the agency will respond effectively to future emergencies based on how it handled the pandemic.

The highest percent of negative items include the following: 14 percent of employees are not satisfied with their pay, and 10 percent do not believe managers promote communication among different work units (for example, about projects, goals needed resources). The Review Commission is a small federal agency with a workforce of only 63 full-time equivalent positions. However, only 49 of these positions were filled during the survey administration period. Opportunities for pay increases and promotions are limited due to the small size of the Review Commission and because a majority of the positions require specialized experience and specific education requirements. In addition, spending for promotions and internal advancement opportunities may be limited due to budgetary constraints. The Review Commission continues to do well even in the face of such challenges.

Overall, the results from the 2021 FEVS are favorable. The Review Commission performed particularly well during the pandemic and with 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. The Review Commission values its employees and respects workplace perceptions. Insight garnered from the 2021 FEVS (e.g., communication 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 2021 FEVS was conducted by the Office of Personnel Management (OPM). OPM distributed survey invitations to Review Commission employees by individual electronic mail messages. The survey administration period began on November 9, 2021 and ended on December 10, 2021. 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 the Review Commission 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 and full-time Review Commission employees on-board on or before April 25, 2021 were invited to participate. Contractors are 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 2021 FEVS and are included in the Review Commission’s survey results on pages 3-17 of this document.

- Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 44 employees and 12 responded. The response rate is 21 percent. The survey pool is representative of the agency population and includes full-time, permanent employees (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	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	94.7%	45.1%	49.6%	5.3%	0.0%	0.0%	0.0%	N/A
2	I feel encouraged to come up with new and better ways of doing things.	86.0%	52.9%	33.1%	8.7%	5.3%	0.0%	5.3%	N/A
3	My work gives me a feeling of personal accomplishment.	94.7%	52.9%	41.8%	5.3%	0.0%	0.0%	0.0%	N/A
4	I know what is expected of me on the job.	100.0%	67.5%	32.5%	0.0%	0.0%	0.0%	0.0%	N/A

5	*My workload is reasonable.	85.5%	38.4%	47.1%	14.5%	0.0%	0.0%	0.0%	0
6	*My talents are used well in the workplace.	100.0%	70.3%	29.7%	0.0%	0.0%	0.0%	0.0%	0
7	*I know how my work relates to the agency's goals.	100.0%	71.9%	28.1%	0.0%	0.0%	0.0%	0.0%	0
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	81.1%	61.4%	19.7%	18.9%	0.0%	0.0%	0.0%	0
9	*The people I work with cooperate to get the job done.	100.0%	78.5%	21.5%	0.0%	0.0%	0.0%	0.0%	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	94.2%	49.4%	44.8%	5.8%	0.0%	0.0%	0.0%	1

11. In my work unit poor performers usually:

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
Remain in the work unit and improve their performance over time	4	37.2%	2	15.4%	2	16.9%
Remain in the work unit and continue to underperform	0	0.0%	3	22.9%	3	18.5%
Leave the work unit - removed or transferred	3	19.5%	6	46.1%	2	10.8%
Leave the work unit - quit	0	0.0%	0	0.0%	1	6.2%
There are no poor performers in my work unit	3	43.3%	2	15.6%	7	47.6%
Do Not Know	2	— ^b	4	— ^b	2	— ^b
Total	12	100.0%	17	100.0%	17	100.0%

12	*In my work unit, differences in performance are recognized in a meaningful way.	73.4%	12.4%	61.0%	26.6%	0.0%	0.0%	0.0%	1
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	100.0%	35.9%	64.1%	0.0%	0.0%	0.0%	0.0%	0
14	Employees in my work unit meet the needs of our customers.	100.0%	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	0
15	Employees in my work unit contribute positively to my agency's performance.	100.0%	94.2%	5.8%	0.0%	0.0%	0.0%	0.0%	0
16	Employees in my work unit produce high-quality work.	100.0%	80.6%	19.4%	0.0%	0.0%	0.0%	0.0%	0
17	Employees in my work unit adapt to changing priorities.	100.0%	94.2%	5.8%	0.0%	0.0%	0.0%	0.0%	0
18	Employees in my work unit successfully collaborate.	100.0%	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	0
19	Employees in my work unit achieve our goals.	100.0%	87.2%	12.8%	0.0%	0.0%	0.0%	0.0%	0
20	Employees are recognized for providing high quality products and services.	80.2%	44.2%	36.0%	19.8%	0.0%	0.0%	0.0%	0
21	Employees are protected from health and safety hazards on the job.	94.7%	88.9%	5.8%	5.3%	0.0%	0.0%	0.0%	0
22	My agency is successful at accomplishing its mission.	100.0%	94.2%	5.8%	0.0%	0.0%	0.0%	0.0%	0
23	*I recommend my organization as a good place to work.	94.7%	65.7%	29.0%	5.3%	0.0%	0.0%	0.0%	N/A

24	*I believe the results of this survey will be used to make my agency a better place to work.	94.7%	61.7%	33.0%	0.0%	5.3%	0.0%	5.3%	0
25	My supervisor supports my need to balance work and other life issues.	94.7%	81.1%	13.6%	5.3%	0.0%	0.0%	0.0%	0
26	My supervisor is committed to a workforce representative of all segments of society.	100.0%	85.6%	14.4%	0.0%	0.0%	0.0%	0.0%	1
27	Supervisors in my work unit support employee development.	94.7%	73.2%	21.5%	0.0%	5.3%	0.0%	5.3%	0
28	My supervisor listens to what I have to say.	94.7%	81.1%	13.6%	5.3%	0.0%	0.0%	0.0%	N/A
29	My supervisor treats me with respect.	100.0%	73.2%	26.8%	0.0%	0.0%	0.0%	0.0%	N/A
30	I have trust and confidence in my supervisor.	100.0%	73.2%	26.8%	0.0%	0.0%	0.0%	0.0%	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	100.0%	78.2%	21.8%	0.0%	0.0%	0.0%	0.0%	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	72.4%	30.6%	41.8%	27.6%	0.0%	0.0%	0.0%	0
33	My organization's senior leaders maintain high standards of honesty and integrity.	94.7%	67.5%	27.2%	5.3%	0.0%	0.0%	0.0%	0
34	*Managers communicate the goals of the organization.	100.0%	55.9%	44.1%	0.0%	0.0%	0.0%	0.0%	1

35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	82.0%	29.5%	52.5%	7.8%	4.9%	5.3%	10.2%	0
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	79.5%	56.8%	22.7%	20.5%	0.0%	0.0%	0.0%	1
37	I have a high level of respect for my organization's senior leaders.	94.7%	62.6%	32.1%	5.3%	0.0%	0.0%	0.0%	0
38	Senior leaders demonstrate support for Work-Life programs.	94.7%	67.5%	27.2%	0.0%	5.3%	0.0%	5.3%	0
39	*How satisfied are you with your involvement in decisions that affect your work?	94.7%	57.5%	37.2%	5.3%	0.0%	0.0%	0.0%	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	93.9%	62.3%	31.5%	0.0%	6.1%	0.0%	6.1%	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	72.4%	16.6%	55.7%	27.6%	0.0%	0.0%	0.0%	N/A
42	*Considering everything, how satisfied are you with your job?	94.7%	53.8%	40.9%	5.3%	0.0%	0.0%	0.0%	N/A
43	Considering everything, how satisfied are you with your pay?	71.1%	30.3%	40.9%	14.3%	14.5%	0.0%	14.5%	N/A

44	*Considering everything, how satisfied are you with your organization?	94.7%	35.2%	59.5%	5.3%	0.0%	0.0%	0.0%	N/A
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45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2021 N	2021 %	2020 N	2020 %
100% of my work time	1	13.6%	0	0.0%
At least 75% but less than 100%	0	0.0%	1	6.5%
At least 50% but less than 75%	0	0.0%	0	0.0%
At least 25% but less than 50%	1	5.7%	2	12.0%
Less than 25%	4	36.3%	7	46.1%
I have not been physically present at my agency worksite during the pandemic	6	44.4%	6	35.4%
Total	12	100.0%	16	100.0%

46. Please select the response that BEST describes your current teleworking schedule.

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
I telework every work day	7	50.2%	12	67.0%	4	25.1%
I telework 3 or 4 days per week	4	36.2%	4	26.9%	0	0.0%
I telework 1 or 2 days per week	0	0.0%	1	6.1%	7	40.6%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%	1	5.8%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%	0	0.0%	1	6.4%
I <u>do not</u> telework because I choose not to telework	1	13.6%	0	0.0%	3	22.2%
Total	12	100.0%	17	100.0%	16	100.0%

47. How has your organization supported you during the COVID-19 pandemic?

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	2021 Needed and <u>available</u> to me N	2021 Needed and <u>available</u> to me %	2021 Needed, but <u>not</u> <u>available</u> to me N	2021 Needed, but <u>not</u> <u>available</u> to me %	2021 Not needed by me now N	2021 Not needed by me now %	2020 Needed and <u>available</u> to me N	2020 Needed and <u>available</u> to me %	2020 Needed, but <u>not</u> <u>available</u> to me N	2020 Needed, but <u>not</u> <u>available</u> to me %	2020 Not needed by me now N	2020 Not needed by me now %
47A. Expanded telework	11	93.9%	0	0.0%	1	6.1%	15	88.7%	0	0.0%	2	11.3%
47B. Expanded work schedule flexibilities	7	74.0%	1	5.2%	3	20.8%	12	68.3%	0	0.0%	5	31.7%
47C. Expanded leave policies	7	73.3%	1	5.2%	3	21.4%	6	33.8%	2	11.5%	9	54.7%
47D. Clear guidance on COVID-19 vaccination protocols	9	88.5%	1	5.6%	1	5.9%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a

47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	7	67.4%	1	5.6%	3	27.0%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47F. Timely communication about possible COVID-19 exposure at my agency worksite	10	88.1%	0	0.0%	2	11.9%	10	60.7%	2	11.3%	5	27.9%
47G. Social distancing in my agency worksite	10	88.6%	0	0.0%	2	11.4%	15	88.9%	0	0.0%	2	11.1%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	10	88.6%	0	0.0%	2	11.4%	13	77.4%	1	6.2%	3	16.4%

47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	10	88.6%	0	0.0%	2	11.4%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47J. A well-ventilated worksite	10	88.6%	1	5.3%	1	6.1%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	11	93.9%	0	0.0%	1	6.1%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a

48. My organization's senior leaders demonstrate commitment to employee health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	10	81.1%	12	71.6%
Agree	1	13.6%	5	28.4%
Neither Agree nor Disagree	1	5.3%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	12	100.0%	17	100.0%

49. My organization's senior leaders support policies and procedures to protect employee health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	10	81.1%	12	71.6%
Agree	1	13.6%	5	28.4%
Neither Agree nor Disagree	1	5.3%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	12	100.0%	17	100.0%

50. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2021 N	2021 %
Strongly Agree	10	81.1%
Agree	1	13.6%
Neither Agree nor Disagree	0	0.0%
Disagree	1	5.3%
Strongly Disagree	0	0.0%
No Basis to Judge	0	— ^b
Total	12	100.0%

51. My supervisor shows concern for my health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	9	66.5%	13	77.8%
Agree	3	33.5%	4	22.2%
Neither Agree nor Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	12	100.0%	17	100.0%

52. My supervisor supports my efforts to stay healthy and safe while working.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	9	66.5%	12	76.3%
Agree	3	33.5%	4	23.7%
Neither Agree nor Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	12	100.0%	16	100.0%

53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2021	2021	2020	2020
	N	%	N	%
Strongly Agree	9	66.5%	12	71.6%
Agree	3	33.5%	5	28.4%
Neither Agree nor Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	12	100.0%	17	100.0%

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

	2021	2021	2020	2020
	N	%	N	%
Yes	1	7.8%	1	8.5%
No	10	77.7%	14	84.9%
Other	1	14.5%	1	6.6%
Total	12	100.0%	16	100.0%

55. My agency's leadership updates employees about return to the worksite planning.

	2021	2021
	N	%
Strongly Agree	9	75.3%
Agree	3	24.7%
Neither Agree nor Disagree	0	0.0%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know	0	— ^b
Total	12	100.0%

56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

	2021	2021
	N	%
Strongly Agree	8	60.8%
Agree	3	33.9%
Neither Agree nor Disagree	1	5.3%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know	0	— ^b
Total	12	100.0%

57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

	2021	2021	2020	2020
	N	%	N	%
Strongly Agree	9	75.3%	11	63.7%
Agree	2	19.4%	5	30.2%
Neither Agree nor Disagree	0	0.0%	0	0.0%
Disagree	1	5.3%	1	6.2%
Strongly Disagree	0	0.0%	0	0.0%
Do Not Know	0	— ^b	0	— ^b
Total	12	100.0%	17	100.0%