



U.S. Occupational Safety and Health Review Commission 2022 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 2022 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 2022 FEVS were reviewed and analyzed to determine patterns and themes which identify the Review Commission's strengths and challenges.

The FEVS included 89 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.

The highest percent positive (Strongly Agree/Agree) items were the following:

- Q19: Employees in my work unit meet the needs of our customers. 100%
- Q20: Employees in my work unit contribute positively to my agency's performance. 100%
- Q21: Employees in my work unit produce high-quality work. 100%
- Q25: I know what my work unit's goals are. 100%
- Q37: My organization is successful at accomplishing its mission. 100%

The highest percent negative (Strongly Disagree/Disagree) items were the following:

- Q58: Managers promote communication among different work units (for example, about projects, goals, needed resources). 17%
- Q64: Management involves employees in decision that affect their work. 16%
- Q65: How satisfied are you with your involvement in decisions that affect your work? 16%
- Q16: In my work unit, differences in performance are recognized in a meaningful way. 16%
- Q6: My talents are used well in the workplace. 13%

Overall, the results from the 2022 FEVS are favorable. In fact, 85 items were identified as strengths (65% positive or higher), and 0 items were identified as challenges (35% negative or higher). The Review Commission continued to perform 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 2022 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 2022 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 June 7, 2022 and ended on July 22, 2022. 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 Review Commission employees on-board on or before November 19, 2021, 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 2022 FEVS and are included in the Review Commission's survey results on pages 3-9 of this document.

3. **Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 42 employees and 31 responded. The overall response rate was nearly 74 percent. The survey pool is representative of the agency population and includes permanent employees (supervisors, non-supervisors, managers, and executives).

Item	Item Text	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	87.6%	52.1%	35.5%	6.2%	6.2%	0.0%	6.2%	16	11	2	2	0	31	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	81.0%	49.6%	31.4%	12.7%	6.3%	0.0%	6.3%	15	10	4	2	0	31	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	93.6%	57.4%	36.2%	3.2%	3.2%	0.0%	3.2%	17	11	1	1	0	30	N/A
4	I know what is expected of me on the job.	Agree-disagree	93.3%	74.8%	18.5%	6.7%	0.0%	0.0%	0.0%	23	6	2	0	0	31	N/A
5	*My workload is reasonable.	Agree-disagree	93.3%	57.7%	35.7%	6.7%	0.0%	0.0%	0.0%	18	11	2	0	0	31	N/A
6	*My talents are used well in the workplace.	Agree-disagree	83.3%	49.1%	34.2%	3.6%	13.1%	0.0%	13.1%	15	11	1	4	0	31	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	96.9%	78.2%	18.8%	3.1%	0.0%	0.0%	0.0%	24	6	1	0	0	31	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	89.2%	70.6%	18.7%	3.7%	7.0%	0.0%	7.0%	21	6	1	2	0	30	1
9	I have enough information to do my job well.	Agree-disagree	96.3%	61.3%	35.0%	3.7%	0.0%	0.0%	0.0%	19	11	1	0	0	31	N/A
10	I receive the training I need to do my job well.	Agree-disagree	81.2%	48.7%	32.5%	6.1%	12.7%	0.0%	12.7%	15	10	2	4	0	31	N/A

11	I am held accountable for the quality of work I produce.	Agree-disagree	90.9%	68.6%	22.3%	9.1%	0.0%	0.0%	0.0%	21	7	3	0	0	31	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)</i>	Agree-disagree, negatively worded	80.6%	6.8%	6.0%	6.6%	52.0%	28.6%	12.9%	2	2	2	16	9	31	0
13	I have a clear idea of how well I am doing my job.	Agree-disagree	73.9%	38.4%	35.5%	16.2%	9.9%	0.0%	9.9%	12	11	5	3	0	31	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	96.9%	65.6%	31.3%	3.1%	0.0%	0.0%	0.0%	20	10	1	0	0	31	N/A

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

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

Percentages are weighted to represent the Agency's population.

Source: **Occupational Safety and Health Review Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**

16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	55.1%	16.7%	38.4%	29.4%	7.7%	7.9%	15.6%	4	10	7	2	2	25	6
17	Employees in my work unit share job knowledge.	Agree-disagree	84.8%	56.9%	27.9%	12.2%	3.1%	0.0%	3.1%	17	9	4	1	0	31	0
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	96.9%	58.5%	38.4%	0.0%	3.1%	0.0%	3.1%	18	12	0	1	0	31	0
19	Employees in my work unit meet the needs of our customers.	Always-never	100.0%	68.4%	31.6%	0.0%	0.0%	0.0%	0.0%	19	9	0	0	0	28	3
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	100.0%	80.9%	19.1%	0.0%	0.0%	0.0%	0.0%	24	6	0	0	0	30	0
21	Employees in my work unit produce high-quality work.	Always-never	100.0%	68.8%	31.2%	0.0%	0.0%	0.0%	0.0%	21	10	0	0	0	31	0
22	Employees in my work unit adapt to changing priorities.	Always-never	97.0%	68.9%	28.2%	3.0%	0.0%	0.0%	0.0%	21	9	1	0	0	31	0
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	71.1%	13.5%	57.5%	24.9%	4.0%	0.0%	4.0%	3	14	6	1	0	24	7
24	I can influence decisions in my work unit.	Agree-disagree	83.3%	29.7%	53.5%	10.5%	6.2%	0.0%	6.2%	9	17	3	2	0	31	N/A
25	I know what my work unit's goals are.	Agree-disagree	100.0%	62.3%	37.7%	0.0%	0.0%	0.0%	0.0%	19	12	0	0	0	31	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	66.0%	26.8%	39.2%	23.4%	10.6%	0.0%	10.6%	7	11	6	3	0	27	4
27	My work unit successfully manages disruptions to our work.	Agree-disagree	97.0%	50.9%	46.0%	3.0%	0.0%	0.0%	0.0%	15	14	1	0	0	30	1
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	78.6%	35.7%	42.9%	15.1%	6.3%	0.0%	6.3%	11	13	5	2	0	31	0
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	80.9%	36.7%	44.3%	15.8%	3.2%	0.0%	3.2%	11	13	5	1	0	30	0
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	73.4%	33.4%	40.0%	26.6%	0.0%	0.0%	0.0%	10	12	8	0	0	30	1
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	92.9%	49.7%	43.3%	7.1%	0.0%	0.0%	0.0%	14	13	2	0	0	29	1
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	81.1%	41.0%	40.1%	15.5%	3.3%	0.0%	3.3%	12	12	5	1	0	30	1
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	84.1%	45.6%	38.5%	12.8%	3.1%	0.0%	3.1%	14	12	4	1	0	31	0

34	Employees in my work unit are typically under too much pressure to meet work goals. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)	Agree-disagree, negatively worded	86.8%	3.1%	3.0%	7.1%	54.9%	31.9%	6.1%	1	1	2	17	10	31	0
35	Employees are recognized for providing high quality products and services.	Agree-disagree	79.2%	29.0%	50.2%	10.1%	10.7%	0.0%	10.7%	8	15	3	3	0	29	1
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	87.0%	62.1%	24.9%	9.9%	3.1%	0.0%	3.1%	19	8	3	1	0	31	0
37	My organization is successful at accomplishing its mission.	Agree-disagree	100.0%	64.9%	35.1%	0.0%	0.0%	0.0%	0.0%	20	11	0	0	0	31	0
38	I have a good understanding of my organization's priorities.	Agree-disagree	96.2%	70.0%	26.2%	0.0%	3.8%	0.0%	3.8%	21	8	0	1	0	30	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	83.2%	57.6%	25.6%	13.0%	3.8%	0.0%	3.8%	17	8	4	1	0	30	1
40	My organization has prepared me for potential physical security threats.	Agree-disagree	83.4%	46.0%	37.5%	13.3%	3.2%	0.0%	3.2%	14	12	4	1	0	31	0
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	87.1%	52.3%	34.9%	12.9%	0.0%	0.0%	0.0%	16	11	4	0	0	31	0
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	77.6%	49.3%	28.3%	19.3%	3.1%	0.0%	3.1%	15	9	6	1	0	31	0
43	*I recommend my organization as a good place to work.	Agree-disagree	86.7%	61.1%	25.6%	13.3%	0.0%	0.0%	0.0%	19	8	4	0	0	31	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	81.9%	39.3%	42.6%	7.0%	11.1%	0.0%	11.1%	11	12	2	3	0	28	3
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	97.0%	60.3%	36.7%	3.0%	0.0%	0.0%	0.0%	18	11	1	0	0	30	1
46	Supervisors in my work unit support employee development.	Agree-disagree	90.7%	71.5%	19.2%	9.3%	0.0%	0.0%	0.0%	22	6	3	0	0	31	0
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	93.6%	64.6%	29.1%	6.4%	0.0%	0.0%	0.0%	20	9	2	0	0	31	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	89.8%	70.1%	19.7%	10.2%	0.0%	0.0%	0.0%	21	6	3	0	0	30	N/A

49	My supervisor treats me with respect.	Agree-disagree	100.0%	70.1%	29.9%	0.0%	0.0%	0.0%	0.0%	21	9	0	0	0	30	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	93.6%	70.1%	23.5%	6.4%	0.0%	0.0%	0.0%	21	7	2	0	0	30	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	93.8%	64.8%	29.0%	3.1%	3.1%	0.0%	3.1%	20	9	1	1	0	31	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	93.8%	74.5%	19.3%	6.2%	0.0%	0.0%	0.0%	23	6	2	0	0	31	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	84.5%	62.4%	22.1%	15.5%	0.0%	0.0%	0.0%	19	7	5	0	0	31	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	83.5%	56.9%	26.6%	13.2%	3.2%	0.0%	3.2%	17	8	4	1	0	30	1
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	74.8%	45.7%	29.1%	25.2%	0.0%	0.0%	0.0%	14	9	8	0	0	31	0
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	90.5%	60.1%	30.4%	6.3%	3.2%	0.0%	3.2%	18	9	2	1	0	30	0
57	*Managers communicate the goals of the organization.	Agree-disagree	87.0%	54.9%	32.1%	3.1%	10.0%	0.0%	10.0%	17	10	1	3	0	31	0
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	70.9%	44.8%	26.1%	12.4%	13.0%	3.7%	16.7%	14	8	4	4	1	31	0
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	93.4%	62.0%	31.4%	6.6%	0.0%	0.0%	0.0%	19	10	2	0	0	31	0
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	87.4%	64.6%	22.8%	12.6%	0.0%	0.0%	0.0%	20	7	4	0	0	31	0
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	92.7%	57.4%	35.3%	3.8%	3.5%	0.0%	3.5%	16	10	1	1	0	28	0
62	Management encourages innovation.	Agree-disagree	73.9%	40.3%	33.6%	13.1%	13.0%	0.0%	13.0%	12	10	4	4	0	30	0
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	77.2%	50.1%	27.1%	15.8%	7.0%	0.0%	7.0%	15	8	5	2	0	30	1
64	Management involves employees in decisions that affect their work.	Agree-disagree	71.4%	32.6%	38.8%	12.4%	13.0%	3.2%	16.3%	10	12	4	4	1	31	0
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	77.4%	43.3%	34.1%	6.4%	16.3%	0.0%	16.3%	13	11	2	5	0	31	N/A

66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	74.0%	33.5%	40.5%	19.1%	6.8%	0.0%	6.8%	10	13	6	2	0	31	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	77.8%	30.4%	47.4%	15.9%	6.3%	0.0%	6.3%	9	15	5	2	0	31	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	86.5%	48.1%	38.4%	7.0%	6.4%	0.0%	6.4%	14	12	2	2	0	30	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	74.6%	36.6%	38.1%	15.7%	9.6%	0.0%	9.6%	11	12	5	3	0	31	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	83.5%	49.1%	34.5%	10.3%	6.2%	0.0%	6.2%	15	11	3	2	0	31	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	70.1%	46.7%	23.4%	22.8%	7.0%	0.0%	7.0%	14	7	7	2	0	30	1
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	79.9%	48.9%	31.0%	16.8%	3.3%	0.0%	3.3%	14	9	5	1	0	29	2
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	77.6%	37.5%	40.1%	19.2%	3.2%	0.0%	3.2%	11	12	6	1	0	30	0
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	90.5%	54.1%	36.4%	9.5%	0.0%	0.0%	0.0%	16	11	3	0	0	30	1
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	79.9%	52.1%	27.8%	13.4%	6.7%	0.0%	6.7%	15	8	4	2	0	29	2
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	93.5%	51.7%	41.7%	3.5%	3.1%	0.0%	3.1%	16	13	1	1	0	31	0
77	Employees in my work unit make me feel I belong.	Agree-disagree	93.5%	45.6%	47.9%	3.5%	3.1%	0.0%	3.1%	14	15	1	1	0	31	0
78	Employees in my work unit care about me as a person.	Agree-disagree	87.2%	48.7%	38.5%	9.7%	3.1%	0.0%	3.1%	15	12	3	1	0	31	0
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	90.2%	48.7%	41.5%	6.1%	3.7%	0.0%	3.7%	15	13	2	1	0	31	0
80	In my work unit, people's differences are respected.	Agree-disagree	89.6%	52.2%	37.4%	10.4%	0.0%	0.0%	0.0%	16	12	3	0	0	31	0
81	I can be successful in my organization being myself.	Agree-disagree	89.8%	58.4%	31.4%	10.2%	0.0%	0.0%	0.0%	18	10	3	0	0	31	0

82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	94.6%	64.7%	29.9%	0.0%	0.0%	5.4%	5.4%	13	6	0	0	1	20	11
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	88.6%	55.5%	33.1%	11.4%	0.0%	0.0%	0.0%	10	6	2	0	0	18	13
84	My organization meets my accessibility needs.	Agree-disagree	94.0%	55.5%	38.6%	0.0%	6.0%	0.0%	6.0%	10	7	0	1	0	18	13
85	My job inspires me.	Agree-disagree	84.1%	46.3%	37.7%	6.1%	6.8%	3.1%	9.9%	14	12	2	2	1	31	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	89.8%	53.8%	36.0%	7.0%	0.0%	3.2%	3.2%	16	11	2	0	1	30	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	77.8%	45.6%	32.2%	19.2%	0.0%	3.1%	3.1%	14	10	6	0	1	31	N/A
88	I identify with the mission of my organization.	Agree-disagree	90.4%	62.0%	28.3%	9.6%	0.0%	0.0%	0.0%	19	9	3	0	0	31	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	100.0%	71.7%	28.3%	0.0%	0.0%	0.0%	0.0%	22	9	0	0	0	31	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.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: **Occupational Safety and Health Review Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**