



U.S. Occupational Safety and Health Review Commission 2024 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 2024 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 2024 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, and a few questions to gauge employee telework participation. The survey questions were grouped into several topic areas including employee engagement, global satisfaction, performance confidence, and diversity, equity, inclusion, and accessibility.

There were 23 questions that received 100 percent positive responses. These questions include:

- Q7: I know how my work relates to the agency's goals.
- Q8: I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.
- Q9: I have enough information to do my job well.
- Q11: I am held accountable for the quality of work I produce.
- Q15: The people I work with cooperate to get the job done.
- Q20: Employees in my work unit meet the needs of our customers.
- Q21: Employees in my work unit contribute positively to my agency's performance.
- Q23: Employees in my work unit adapt to changing priorities.
- Q28: My work unit successfully manages disruptions to our work.
- Q48: Supervisors in my work unit support employee development.
- Q49: My supervisor supports my need to balance work and other life issues.

- Q50: My supervisor listens to what I have to say.
- Q51: My supervisor treats me with respect.
- Q52: I have trust and confidence in my supervisor.
- Q53: My supervisor holds me accountable for achieving results.
- Q54: Overall, how good a job do you feel is being done by your immediate supervisor?
- Q55: My supervisor provides me with constructive suggestions to improve my job performance.
- Q61: Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
- Q74: My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).
- Q76: My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).
- Q87: The work I do gives me a sense of accomplishment.
- Q89: I identify with the mission of my organization.
- Q90: It is important to me that my work contributes to the common good.

The highest percent negative questions include the following:

- Q40: Information is openly shared in my organization. 16%
- Q68: How satisfied are you with the information you receive from management on what's going on in your organization? 21%
- Q71: Considering everything, how satisfied are you with your pay? 14%
- Q83: I can easily make a request of my organization to meet my accessibility needs. 13%

Overall, the results from the 2024 FEVS are favorable. In fact, 86 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 2024 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 2024 FEVS was conducted by the Office of Personnel Management (OPM). Survey invitations were distributed to Review Commission employees by individual electronic mail messages from OPM. The survey administration period began on May 20, 2024, and ended on July 5, 2024. 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, 2023, 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 2024 FEVS and are included in the Review Commission's survey results on pages 4-13 of this document.

3. **Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 46 employees and 21 responded. The overall response rate was nearly 46 percent. The survey pool is representative of the agency population and includes permanent employees (supervisors, non-supervisors, managers, and executives).

Item	Item Text	Index	Performance Dimension	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.	N/A	Employee-Focused: Employee Development	Agree-disagree	95%	48%	47%	5%	0%	0%	0%	10	10	1	0	0	21	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	95%	59%	35%	5%	0%	0%	0%	12	7	1	0	0	20	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	93%	62%	31%	7%	0%	0%	0%	13	7	1	0	0	21	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	94%	68%	27%	6%	0%	0%	0%	13	5	1	0	0	19	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	97%	67%	29%	3%	0%	0%	0%	14	6	1	0	0	21	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	95%	66%	29%	5%	0%	0%	0%	13	6	1	0	0	20	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	100%	82%	18%	0%	0%	0%	0%	17	4	0	0	0	21	N/A

8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	100%	71%	29%	0%	0%	0%	0%	14	6	0	0	0	20	1
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	100%	78%	22%	0%	0%	0%	0%	16	5	0	0	0	21	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	95%	70%	25%	0%	5%	0%	5%	15	5	0	1	0	21	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	100%	66%	34%	0%	0%	0%	0%	14	7	0	0	0	21	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	90%	61%	30%	10%	0%	0%	0%	13	6	2	0	0	21	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	86%	68%	18%	9%	6%	0%	6%	14	4	2	1	0	21	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	91%	63%	28%	9%	0%	0%	0%	13	6	2	0	0	21	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	100%	72%	28%	0%	0%	0%	0%	15	6	0	0	0	21	N/A

Performance Dimension: Goal-Oriented: Accountability

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

Response Option	2024 N	2024 %	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	8	36.9%	5	30.8%	8	25.4%
Remain in the work unit and continue to underperform	3	15.0%	2	9.8%	3	9.3%
Leave the work unit - removed or transferred	4	21.9%	5	26.1%	2	5.9%
Leave the work unit - quit	3	13.1%	5	26.7%	4	13.9%

There are no poor performers in my work unit	3	14.2%	3	16.4%	10	31.9%
Do Not Know	3	13.9%	4	21.1%	5	16.7%
Total (percents will add to more than 100% because respondents could choose more than one response option)	21	N/A	18	N/A	31	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **Occupational Safety and Health Review Commission AES Report, 2024 Federal Employee Viewpoint Survey**

Item	Item Text	Index	Performance Dimension	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 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
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	42%	27%	15%	52%	6%	0%	6%	5	3	8	1	0	17	4
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	94%	55%	39%	6%	0%	0%	0%	11	9	1	0	0	21	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	95%	57%	38%	5%	0%	0%	0%	12	8	1	0	0	21	0
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	100%	54%	46%	0%	0%	0%	0%	11	9	0	0	0	20	1

21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	100%	64%	36%	0%	0%	0%	0%	13	7	0	0	0	20	0
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	95%	56%	39%	5%	0%	0%	0%	12	8	1	0	0	21	0
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	100%	64%	36%	0%	0%	0%	0%	13	7	0	0	0	20	1
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	90%	48%	41%	10%	0%	0%	0%	9	7	2	0	0	18	3
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	87%	37%	49%	13%	0%	0%	0%	8	10	3	0	0	21	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	95%	53%	42%	5%	0%	0%	0%	11	9	1	0	0	21	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	78%	45%	33%	16%	5%	0%	5%	8	7	3	1	0	19	2
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	100%	48%	52%	0%	0%	0%	0%	10	11	0	0	0	21	0
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	79%	42%	37%	21%	0%	0%	0%	9	8	4	0	0	21	0
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	85%	47%	38%	15%	0%	0%	0%	10	8	3	0	0	21	0
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	70%	38%	32%	30%	0%	0%	0%	8	7	6	0	0	21	0
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	84%	49%	35%	16%	0%	0%	0%	9	7	3	0	0	19	1
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	78%	43%	35%	22%	0%	0%	0%	8	7	4	0	0	19	2

34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	95%	55%	40%	0%	5%	0%	5%	11	8	0	1	0	20	1
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	85%	34%	50%	5%	10%	0%	10%	7	11	1	2	0	21	0
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	90%	72%	18%	10%	0%	0%	0%	15	4	2	0	0	21	0
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	95%	49%	46%	5%	0%	0%	0%	10	10	1	0	0	21	0
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	95%	73%	22%	5%	0%	0%	0%	15	5	1	0	0	21	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	90%	71%	18%	10%	0%	0%	0%	14	4	2	0	0	20	1
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	75%	54%	22%	9%	16%	0%	16%	11	5	2	3	0	21	0
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	95%	59%	35%	5%	0%	0%	0%	12	8	1	0	0	21	0
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	90%	61%	29%	10%	0%	0%	0%	12	6	2	0	0	20	0
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	85%	47%	38%	15%	0%	0%	0%	10	8	3	0	0	21	0
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	90%	50%	40%	10%	0%	0%	0%	11	8	2	0	0	21	0

45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	85%	57%	27%	15%	0%	0%	0%	12	6	3	0	0	21	0
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	91%	61%	30%	9%	0%	0%	0%	13	6	2	0	0	21	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	75%	51%	24%	15%	10%	0%	10%	11	5	3	2	0	21	0
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	100%	72%	28%	0%	0%	0%	0%	15	6	0	0	0	21	0
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	100%	82%	18%	0%	0%	0%	0%	17	4	0	0	0	21	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	100%	82%	18%	0%	0%	0%	0%	17	4	0	0	0	21	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	100%	87%	13%	0%	0%	0%	0%	18	3	0	0	0	21	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	100%	87%	13%	0%	0%	0%	0%	18	3	0	0	0	21	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	100%	87%	13%	0%	0%	0%	0%	18	3	0	0	0	21	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	100%	90%	10%	0%	0%	0%	0%	19	2	0	0	0	21	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	100%	66%	34%	0%	0%	0%	0%	14	7	0	0	0	21	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	95%	71%	24%	5%	0%	0%	0%	15	5	1	0	0	21	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	84%	56%	28%	16%	0%	0%	0%	11	6	3	0	0	20	0

58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	89%	56%	34%	11%	0%	0%	0%	11	7	2	0	0	20	0
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	84%	50%	34%	11%	5%	0%	5%	10	7	2	1	0	20	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	62%	38%	24%	33%	0%	5%	5%	8	5	6	0	1	20	0
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	100%	73%	27%	0%	0%	0%	0%	15	5	0	0	0	20	0
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	89%	66%	23%	6%	5%	0%	5%	13	5	1	1	0	20	0
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	88%	75%	14%	12%	0%	0%	0%	14	3	2	0	0	19	1
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	73%	50%	23%	21%	5%	0%	5%	10	5	4	1	0	20	0
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	73%	55%	18%	21%	5%	0%	5%	11	4	4	1	0	20	0
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	63%	44%	19%	27%	5%	5%	10%	9	4	5	1	1	20	0
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	74%	44%	30%	21%	5%	0%	5%	9	6	4	1	0	20	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	79%	38%	41%	0%	21%	0%	21%	8	8	0	4	0	20	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	84%	37%	47%	11%	5%	0%	5%	8	9	2	1	0	20	N/A

70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	95%	54%	41%	5%	0%	0%	0%	11	8	1	0	0	20	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	75%	30%	45%	11%	14%	0%	14%	6	9	2	3	0	20	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	95%	54%	41%	0%	5%	0%	5%	11	8	0	1	0	20	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	82%	67%	16%	18%	0%	0%	0%	12	3	3	0	0	18	2
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	100%	66%	34%	0%	0%	0%	0%	13	7	0	0	0	20	0
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	96%	50%	46%	4%	0%	0%	0%	10	9	1	0	0	20	0
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	100%	50%	50%	0%	0%	0%	0%	10	10	0	0	0	20	0
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	84%	58%	25%	16%	0%	0%	0%	11	5	3	0	0	19	1
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	94%	59%	35%	6%	0%	0%	0%	12	7	1	0	0	20	0
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	89%	54%	35%	11%	0%	0%	0%	11	7	2	0	0	20	0

80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	86%	54%	31%	14%	0%	0%	0%	11	6	3	0	0	20	0
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	94%	54%	40%	6%	0%	0%	0%	11	8	1	0	0	20	0
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	89%	59%	30%	11%	0%	0%	0%	12	6	2	0	0	20	0
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	72%	47%	25%	14%	13%	0%	13%	7	4	2	2	0	15	5
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	83%	54%	29%	17%	0%	0%	0%	7	4	2	0	0	13	7
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	78%	51%	27%	15%	7%	0%	7%	7	4	2	1	0	14	6
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	96%	33%	63%	4%	0%	0%	0%	7	12	1	0	0	20	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	100%	50%	50%	0%	0%	0%	0%	10	10	0	0	0	20	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	86%	54%	31%	14%	0%	0%	0%	11	6	3	0	0	20	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	100%	54%	46%	0%	0%	0%	0%	11	9	0	0	0	20	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	100%	74%	26%	0%	0%	0%	0%	15	5	0	0	0	20	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.

Source: **Occupational Safety and Health Review Commission AES Report, 2024 Federal Employee Viewpoint Survey**

Telework/Remote Work

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

Response Option	2024		2023	
	N	%	N	%
I telework every work day (i.e., remote work agreement)	3	12.7%	4	21.5%
I telework 3 or 4 days per week	14	69.9%	12	69.3%
I telework 1 or 2 days per week	3	17.4%	1	4.9%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	0	0.0%
I do not 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%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%
I do not telework because I choose not to telework	0	0.0%	1	4.4%
Total	20	100.0%	18	100.0%

Only those who answered "I telework every work day (i.e., remote work agreement)" to the previous question received Question 91a.

91a. What is your current remote work status?

Response Option	2024		2023	
	N	%	N	%
I do not have an approved remote work agreement	0	0.0%	0	0.0%
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	2	58.3%	2	56.8%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	1	41.7%	2	43.2%
I do not know	0	0.0%	0	0.0%
Total	3	100.0%	4	100.0%

Percentages are weighted to represent the Agency's population.

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

"-nr" indicates that there were no responses to this item.

Source: **Occupational Safety and Health Review Commission AES Report, 2024 Federal Employee Viewpoint Survey**