U.S. Occupational Safety and Health Review Commission
2026 Annual Federal Employee Survey Results

The U.S. Occupational Safety and Health Review Commission (Review Commission) seeks feedback from employees every year. In the past this has been administered by the Office of Personnel Management (OPM) using the Federal Employee Viewpoint Survey (FEVS). This year, OPM provided guidance that agencies would independently administer their own survey, now called the Annual Employee Survey (AES). The survey provides employees with an opportunity to share their perspectives on a variety of workplace topics, including leadership, job satisfaction, and work-life balance. The Review Commissions 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 2026 AES 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 retention to organizational effectiveness. The results of the 2026 AES were reviewed and analyzed to determine patterns and themes which identify the Review Commission's strengths and challenges.

   The AES included 30 items that measure employees' perceptions about how effectively the Review Commission manages its workforce. The first 10 questions were required to be included in the annual employee survey. The next 20 questions were chosen to be included by the Review Commission. These questions covered areas of interest such as performance management, recognition, communication about reporting concerns, and perceptions of fairness.

2. **Required Items:** Items 1-9 use a five-point agreement scale (Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree). Item 10 uses a "select all that apply" format. Items 1-10 indicate a strong and collaborative work environment where employees understand organizational goals, work well together, and generally view supervisors as effective and supportive. The primary opportunities for improvement relate to employee confidence in performance recognition, accountability for poor performers, and the ability to report concerns without fear of reprisal, as reflected by higher neutral responses in those areas.
   - Q1: Managers clearly communicate the goals of the organization.
   - Q2: People cooperate to get the job done.
   - Q3: Differences in performance are recognized meaningfully.
   - Q4: My supervisor provides ongoing feedback to help me succeed and progress in my career.
   - Q5: My supervisor holds my team accountable for achieving results.
   - Q6: I know how my work relates to the agency's goals.
   - Q7: I feel empowered to get things done at my organization.

- Q8: I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
- Q9: In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
- Q10: In my work unit, poor performers usually (select all that apply):
    - Remain in the work unit and improve their performance over time;
    - Remain in the work unit and continue to underperform;
    - Leave the work unit – removed or transferred;
    - Leave the work unit – quit;
    - There are no poor performers in my work unit.

3. **Additional Agency Specific Items:** Items 11-30 reflect a highly engaged workforce that feels supported by supervisors, has the resources needed to succeed, and takes pride in the quality and impact of its work. Employees reported strong levels of trust in their supervisors, a clear connection to the organization's mission, and a strong sense of accomplishment in their roles. The main opportunities for improvement involve increasing visibility of higher-level management and ensuring employees perceive opportunities for development and advancement as fair and accessible.
    - Q11: I have enough information to do my job well.
    - Q12. I receive the training I need to do my job well.
    - Q13: I am held accountable for the quality of work I produce.
    - Q14: Employees in my work unit meet the needs of our customers.
    - Q15: Employees in my work unit contribute positively to my agency's performance.
    - Q16: Employees in my work unit adapt to changing priorities.
    - Q17: My work unit successfully manages disruptions to our work.
    - Q18. Employees are protected from health and safety hazards on the job.
    - Q19: Supervisors in my work unit support employee development.
    - Q20: My supervisor supports my need to balance work and other life issues.
    - Q21: My supervisor listens to what I have to say.
    - Q22: My supervisor treats me with respect.
    - Q23: I have trust and confidence in my supervisor.
    - Q24: Overall, how good a job do you feel is being done by your immediate supervisor?
    - Q25: My supervisor provides me with constructive suggestions to improve my job performance.
    - Q26: Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
    - Q27: My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).
    - Q28: The work I do gives me a sense of accomplishment.
    - Q29: I identify with the mission of my organization.
    - Q30: It is important to me that my work contributes to the common good.

The highest percent negative questions include the following:

- Q1: Managers clearly communicate the goals of the organization. 6%
- Q7: I feel empowered to get things done at my organization. 6%
- Q8: I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 3%
- Q20: My supervisor supports my need to balance work and other life issues. 6%
- Q27: My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). 6%

Overall, the survey results reflect a highly engaged workforce with strong teamwork, supportive supervision, and a clear connection to the agency's mission and goals. Employees reported particularly positive views of cooperation among coworkers, the quality and impact of their work, adaptability to change, and the importance of their contributions to the common good.
Negative responses were minimal across all survey questions. The highest levels of neutral responses were related to meaningful recognition of performance (Q3), addressing poor performers (Q9), perceptions of second-level management (Q26), highlighting areas where additional communication and transparency may further strengthen employee confidence.

4. **How the survey was conducted:** The 2026 AES was conducted by the Confidential Assistance to the Chairman. Survey invitations were distributed to Review Commission employees by individual electronic mail messages via Microsoft Forms. The survey administration period began on August 1, 2026, and ended on August 31, 2026. The Confidential Assistant to the Chairman informed employees about the survey invitation and encouraged them to participate. Survey results were collected by the Confidential Assistant and sent to OPM for review and evaluation. Survey participation was voluntary, and all responses were confidential and anonymous. When the Confidential Assistant delivered the survey results, no information was provided to tie responses to individual employees.

   For more information about the survey visit: OPM AES Memorandum 2026

   Description of sample: The Confidential Assistant to the Chairman used a hybrid-sampling survey methodology. Consequently, all permanent Review Commission employees on-board on or before June 30, 2026, were invited to participate. Contractors and Political Appointees at the Review Commission were not eligible to participate in the AES.

   Survey items and response choices: All survey items and response choices required by 5 CFR § 250.302 were included in the 2026 AES and are included in the Review Commission's survey results on pages 4-7 of this document.

   Number of employees surveyed, number responded, and representativeness: The survey was distributed to 40 employees and 31 responded. The overall response rate was 77.5 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	% 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 %	% Negative
1	Managers clearly communicate the goals of the organization.	Agree-disagree	77.4%	55%	23%	16%	6%	0%	6.5%
2	The people I work with cooperate to get the job done.	Agree-disagree	96.8%	71%	26%	3.23%	0%	0%	0%
3	In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	64.5%	42%	23%	35%	0%	0%	0%
4	My supervisor provides ongoing feedback to help me succeed and progress in my career.	Agree-disagree	74.2%	55%	19%	23%	0%	3.23%	3.2%
5	My supervisor holds my team accountable for achieving results.	Agree-disagree	77.4%	55%	23%	23%	0%	0%	0%
6	I know how my work relates to the agency's goals.	Agree-disagree	90.3%	61%	29%	6%	0%	3.23%	3.2%
7	I feel empowered to get things done at my organization.	Agree-disagree	77.4%	52%	26%	16%	3.23%	3.23%	6.5%
Item	**Item Text**	**Response Type**	**% 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 %**	**% Negative**

8	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	61.3%	52%	10%	35%	0%	3.23%	3.2%
9	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	61.3%	45%	16%	35%	3.23%	0%	3.2%
10	In my work unit poor performers usually	See responses below							
11	I have enough information to do my job well.	Agree-disagree	48%	35%	34%	13%	0%	3.23%	3.2%
12	I receive the training I need to do my job well.	Agree-disagree	52%	32%	30%	13%	3.23%	0%	3.2%
13	I am held accountable for the quality of work I produce.	Agree-disagree	55%	26%	18%	19%	6%	0%	0%
14	Employees in my work unit meet the needs of our customers.	Agree-disagree	65%	19%	28%	16%	0%	0%	0%
15	Employees in my work unit contribute positively to my agency's performance.	Agree-disagree	71%	29%	28%	0%	0%	0%	0%

Performance Dimension: Goal-Oriented: Accountability

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

	2026 N	2026 %
Remain in the work unit and improve their performance over time	5	13%
Remain in the work unit and continue to underperform	2	5%
Leave the work unit - removed or transferred	2	5%
Leave the work unit - quit	6	16%

There are no poor performers in my work unit	23	61%
Do Not Know	0	0%
Total (percentages will add to more than 100% because respondents could choose more than one response option)	21	N/A

Item	Item Text	Response Type	% 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 %	% Negative
16	Employees in my work unit adapt to changing priorities.	Agree-disagree	96.8%	68%	29%	3.23%	0%	0%	0%
17	My work unit successfully manages disruptions to our work.	Agree-disagree	87.1%	65%	23%	10%	3.23%	0%	3.2%
18	Employees are protected from health and safety hazards on the job.	Agree-disagree	87.1%	58%	29%	10%	0%	3.23%	3.2%
19	Supervisors in my work unit support employee development.	Agree-disagree	87.1%	61%	26%	10%	0%	3.23%	3.2%
20	My supervisor supports my need to balance work and other life issues.	Agree-disagree	83.9%	58%	26%	10%	0%	6%	6.5%

Item	Item Text	Response Type	% 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 %	% Negative
21	My supervisor listens to what I have to say.	Agree-disagree	83.9%	58%	26%	13%	0%	3.23%	3.2%
22	My supervisor treats me with respect.	Agree-disagree	80.6%	61%	19%	16%	0%	3.23%	3.2%
23	I have trust and confidence in my supervisor.	Agree-disagree	80.6%	55%	26%	16%	0%	3.23%	3.2%
24	Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	78.6%	60%	16.7%	20%	3.23%	0%	3.2%
25	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	71.0%	52%	19%	26%	0%	3.23%	3.2%
26	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Satisfied-dissatisfied	64.5%	45%	19%	32%	3.23%	0%	3.2%

Item	Item Text	Response Type	% 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 %	% Negative
27	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	67.7%	55%	13%	26%	3.23%	3.23%	6.5%
28	The work I do gives me a sense of accomplishment.	Agree-disagree	87.1%	61%	26%	13%	0%	0%	0%
29	I identify with the mission of my organization.	Agree-disagree	96.8%	71%	26%	3.23%	0%	0%	0%
30	It is important to me that my work contributes to the common good.	Agree-disagree	100%	77%	32%	0%	0%	0%	0%