

2011 Federal Employee Viewpoint Survey Results U.S. Occupational Safety and Health Review Commission

- 1) Interpretation of Results: The U.S. Occupational Safety and Health Review Commission (OSHRC) scored especially high on the items that measure work experiences. In fact, 100% of the respondents Strongly Agree/Agree that they are willing to put in the extra effort to get a job done when needed. Approximately 97% of the respondents are constantly looking for ways to do their job better. Approximately 95% Strongly Agree/Agree that their work gives them a feeling of personal accomplishment, and they like the kind of work they do. Other questions in this category that scored 90% or higher include the following: I am held accountable for achieving results; I know what is expected of me on the job; my talents are used well in the workplace; physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well; I know how my work relates to the agency's goals and priorities; and I have enough information to do my job well.

OSHRC also scored very well on items regarding "My Supervisor/Team Leader." Approximately 91% of the respondents Strongly Agree/Agree that their supervisor/team leader treats them with respect; supervisors/team leaders in their work unit support employee development; their supervisor supports their need to balance work and other life issues; and overall, they think their supervisor/team leader is doing a Very Good/Good job.

With respect to questions related to "My Agency," approximately 95% of the respondents Strongly Agree/Agree that their agency is successful at accomplishing its mission. About 92% of the respondents believe that employees are protected from health and safety hazards on the job. In addition, 92% of the respondents Strongly Agree/Agree that managers review and evaluate the organization's progress toward meeting its goals and objectives.

The category involving Work/Life Programs scored reasonably well, but could be improved. Respondents are Dissatisfied/Very Dissatisfied with the Agency's Child Care Programs (for example, daycare, parenting classes, parenting support groups), and the Elder Care Programs (for example, support groups, speakers). Given OSHRC's small size, these programs are currently not available to its employees. However, OSHRC will review its existing Interagency Agreement with the Federal Occupational Health to determine if educational classes could be offered in the future. In addition, the Agency's Telework program and Alternative Work Schedules will be closely monitored to determine if adjustments could be made for the upcoming year.

- 2) How the survey was conducted: The 2011 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 April 4, 2011 and ended on May 15, 2011. 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 OSHRC for evaluation.
- 3) Description of sample: A total of 33 employees within the agency were surveyed. This number included all full time, permanent employees.
- 4) Survey items and response choices: The survey topics included the following: My Work Experience, Items 1-19; My Work Unit, Items 20-28; My Agency, Items 29-41; My Supervisor/Team Leader, Items 42-52; Leadership, Items 53-62; My Satisfaction, Items 63-71; and Work/Life, Items 72-84. See the attached tables for additional information.
- 5) Number of employees surveyed, number responded, and representatives of respondents: The survey was distributed to 48 employees and 33 responded. The response rate is approximately 69%. These respondents are representatives of the agency population and include non-supervisors, supervisors, managers, and executives.