

## CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		4	11	7	4	4	30	NA
	%	49.98	13.15	36.82	22.41	12.94	14.67	100.00	
2. I have enough information to do my job well.	N		2	13	2	8	5	30	NA
	%	50.15	7.21	42.94	7.37	24.85	17.63	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		2	9	4	9	6	30	NA
	%	36.09	7.21	28.88	12.57	30.38	20.97	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9	12	3	4	2	30	NA
	%	69.94	30.23	39.71	9.62	12.48	7.96	100.00	
*5. I like the kind of work I do.	N		10	13	5	0	2	30	NA
	%	76.12	33.39	42.73	15.91	0.00	7.97	100.00	
6. I know what is expected of me on the job.	N		4	15	3	5	2	29	NA
	%	65.32	14.78	50.53	10.03	16.85	7.80	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		18	7	2	2	1	30	NA
	%	82.43	59.18	23.25	6.30	6.70	4.57	100.00	
8. I am constantly looking for ways to do my job better.	N		13	13	3	1	0	30	NA
	%	86.98	43.70	43.29	9.63	3.39	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		0	7	3	10	10	30	0
	%	24.17	0.00	24.17	9.69	32.36	33.78	100.00	
*10. My workload is reasonable.	N		0	7	5	9	8	29	0
	%	24.23	0.00	24.23	17.67	30.08	28.01	100.00	
*11. My talents are used well in the workplace.	N		3	12	1	7	7	30	0
	%	49.25	10.34	38.91	3.21	23.61	23.93	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		2	19	2	1	6	30	0
	%	70.17	7.38	62.79	6.79	2.96	20.09	100.00	
*13. The work I do is important.	N		11	14	5	0	0	30	0
	%	84.14	35.91	48.23	15.86	0.00	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		6	19	1	3	1	30	0
	%	84.45	19.37	65.08	2.96	9.21	3.39	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		6	12	5	3	4	30	0
	%	60.57	19.93	40.64	15.98	9.14	14.31	100.00	
16. I am held accountable for achieving results.	N		4	10	7	4	4	29	0
	%	49.69	14.50	35.20	23.09	14.28	12.93	100.00	

Survey Administration Period: April 23, 2013 to June 7, 2013

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\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 30

Number of surveys administered: 35

Response Rate: 85.7%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3	12	4	3	6	28	2
	%	51.58	10.37	41.21	14.72	10.88	22.82	100.00	
*18. My training needs are assessed.	N		3	11	2	6	7	29	0
	%	47.93	10.04	37.89	6.67	22.02	23.38	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		7	9	5	5	4	30	0
	%	54.90	25.60	29.30	15.77	16.58	12.76	100.00	
*20. The people I work with cooperate to get the job done.	N		6	12	2	8	2	30	NA
	%	60.43	20.25	40.18	6.17	26.62	6.78	100.00	
*21. My work unit is able to recruit people with the right skills.	N		0	10	7	7	6	30	0
	%	34.82	0.00	34.82	22.46	22.37	20.36	100.00	
*22. Promotions in my work unit are based on merit.	N		3	8	5	2	9	27	3
	%	40.89	10.74	30.15	17.29	7.73	34.08	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		2	10	6	5	5	28	2
	%	43.24	6.78	36.46	20.60	16.27	19.90	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		2	6	6	5	8	27	3
	%	30.53	7.55	22.98	21.76	16.99	30.72	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		3	7	2	8	8	28	2
	%	36.58	11.46	25.12	7.49	26.56	29.37	100.00	
26. Employees in my work unit share job knowledge with each other.	N		8	11	3	6	2	30	0
	%	62.21	27.32	34.89	10.41	19.49	7.89	100.00	
27. The skill level in my work unit has improved in the past year.	N		6	13	2	3	5	29	1
	%	64.42	20.74	43.68	6.83	10.12	18.63	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		15	6	4	4	1	30	NA
	%	70.00	50.77	19.23	12.42	13.01	4.57	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		3	11	2	8	6	30	0
	%	45.91	10.77	35.14	5.97	26.55	21.57	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		1	7	1	9	11	29	0
	%	27.50	3.51	23.98	3.17	30.29	39.05	100.00	
31. Employees are recognized for providing high quality products and services.	N		3	11	2	7	7	30	0
	%	46.02	10.77	35.24	6.45	22.71	24.82	100.00	
*32. Creativity and innovation are rewarded.	N		2	6	3	9	10	30	0
	%	26.53	6.79	19.74	9.35	29.59	34.52	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		0	5	5	6	11	27	2
	%	18.28	0.00	18.28	18.23	21.41	42.08	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		0	13	5	7	5	30	0
	%	42.39	0.00	42.39	15.88	24.09	17.64	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		2	14	3	9	2	30	0
	%	51.80	6.48	45.32	10.40	31.02	6.78	100.00	
*36. My organization has prepared employees for potential security threats.	N		1	7	10	7	2	27	3
	%	28.08	3.74	24.34	37.94	27.00	6.99	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2	6	7	3	11	29	1
	%	27.51	7.61	19.90	24.21	9.50	38.79	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		4	14	1	1	8	28	2
	%	62.85	14.31	48.54	3.62	4.86	28.67	100.00	
39. My agency is successful at accomplishing its mission.	N		2	9	5	7	7	30	0
	%	36.24	7.21	29.03	16.21	23.72	23.83	100.00	
40. I recommend my organization as a good place to work.	N		1	8	6	9	5	29	NA
	%	30.51	3.51	26.99	20.45	31.21	17.84	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1	5	5	7	11	29	1
	%	21.32	3.51	17.81	17.26	21.95	39.48	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		12	13	4	0	0	29	1
	%	86.47	40.74	45.73	13.53	0.00	0.00	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		8	8	5	7	2	30	0
	%	52.34	27.15	25.19	19.15	21.80	6.71	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		7	9	2	6	4	28	0
	%	58.83	24.47	34.36	7.17	20.35	13.65	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		8	12	2	1	4	27	3
	%	75.44	31.42	44.02	6.94	3.73	13.88	100.00	
46. My supervisor/team leader provides me with constructive suggestion to improve my job performance.	N		8	10	2	6	4	30	0
	%	62.41	26.95	35.46	6.29	18.71	12.58	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		8	15	1	3	3	30	0
	%	77.78	26.70	51.08	2.91	9.21	10.10	100.00	
48. My supervisor/team leader listens to what I have to say.	N		14	10	2	3	1	30	NA
	%	80.69	45.78	34.92	5.82	10.09	3.39	100.00	
49. My supervisor/team leader treats me with respect.	N		15	8	2	3	2	30	NA
	%	77.29	50.06	27.24	6.31	9.61	6.78	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		11	11	0	5	3	30	NA
	%	74.03	37.89	36.14	0.00	16.22	9.74	100.00	
*51. I have trust and confidence in my supervisor.	N		11	10	1	6	2	30	NA
	%	71.00	36.23	34.77	3.21	19.01	6.78	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		10	10	2	6	2	30	NA
	%	67.26	33.60	33.66	6.94	19.08	6.71	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		1	5	2	9	13	30	0
	%	19.68	3.39	16.29	6.47	31.63	42.22	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1	5	6	9	9	30	0
	%	20.27	3.39	16.88	19.82	28.30	31.61	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1	7	4	7	8	27	2
	%	29.67	3.77	25.89	13.82	25.35	31.16	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		1	7	2	8	12	30	0
	%	26.88	3.39	23.48	7.22	25.76	40.14	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1	7	2	8	10	28	2
	%	27.53	3.62	23.91	7.70	28.57	36.19	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1	6	2	8	13	30	0
	%	22.89	3.39	19.50	7.22	26.31	43.58	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		1	8	1	9	11	30	0
	%	30.11	3.39	26.72	3.06	28.92	37.91	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		4	3	8	5	9	29	0
	%	24.32	14.86	9.46	27.62	15.48	32.58	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		2	3	7	7	11	30	0
	%	16.65	6.48	10.17	22.82	23.09	37.43	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		2	8	7	6	7	30	0
	%	32.90	6.48	26.42	22.63	20.54	23.93	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		1	11	2	10	6	30	NA
	%	39.15	3.39	35.75	6.47	33.36	21.02	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		2	5	2	11	10	30	NA
	%	23.82	6.80	17.02	7.05	35.69	33.45	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1	11	4	7	7	30	NA
	%	40.05	3.39	36.65	12.54	23.49	23.93	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1	6	4	10	9	30	NA
	%	23.09	3.39	19.70	12.87	33.50	30.54	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		0	9	5	7	9	30	NA
	%	29.42	0.00	29.42	16.74	23.92	29.92	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		3	8	6	8	5	30	NA
	%	37.44	10.12	27.32	18.70	26.28	17.58	100.00	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		5	9	4	9	3	30	NA
	%	47.12	17.06	30.05	12.24	29.29	11.35	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		2	13	4	9	2	30	NA
	%	48.50	7.22	41.28	12.72	32.26	6.53	100.00	
71. Considering everything, how satisfied are you with your organization?	N		2	9	2	8	9	30	NA
	%	36.26	7.38	28.88	7.80	25.41	30.54	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	30	100.00
<b>No</b>	0	0.00
<b>Not sure</b>	0	0.00
<b>Total</b>	30	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	2	6.07
<b>I telework 1 or 2 days per week.</b>	8	27.60
<b>I telework, but no more than 1 or 2 days per month.</b>	12	39.57
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	6	20.82
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	0	0.00
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	0	0.00
<b>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.</b>	0	0.00
<b>I do not telework because I choose not to telework.</b>	2	5.94
<b>Total</b>	30	100.00

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	5	17.40
<b>No</b>	12	40.07
<b>Not available to me</b>	13	42.53
<b>Total</b>	30	100.00

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	4	14.40
<b>No</b>	13	43.20
<b>Not available to me</b>	13	42.40
<b>Total</b>	30	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	5	18.16
<b>No</b>	23	75.97
<b>Not available to me</b>	2	5.87
<b>Total</b>	30	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	0	0.00
<b>No</b>	16	53.62
<b>Not available to me</b>	14	46.38
<b>Total</b>	30	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	0	0.00
<b>No</b>	16	56.54
<b>Not available to me</b>	13	43.46
<b>Total</b>	29	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		5	12	5	4	1	27	1
	%	61.78	18.86	42.93	18.72	16.11	3.39	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1	2	1	0	1	5	0
	%	54.26	17.01	37.25	19.46	0.00	26.28	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		0	2	2	0	0	4	0
	%	47.16	0.00	47.16	52.84	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1	2	2	0	0	5	0
	%	56.18	18.76	37.42	43.82	0.00	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		0	0	0	0	0	0	0
	%	---	---	---	---	---	---	---	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	0	1	0	0	1	0
	%	0.00	0.00	0.00	100.00	0.00	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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