

DEFENSE NUCLEAR FACILITIES SAFETY BOARD

About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.





















WHO RESPONDED

DNFSB 86% response rate GOVERNMENTWIDE 49% response rate


STRENGTHS AND CHALLENGES

 STRENGTHS  CHALLENGES  GOVERNMENTWIDE











Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	 100%	 97%	80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	 57%	 13%
35. Employees are protected from health and safety hazards on the job.	 97%	 78%	23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	 33%	 41%
42. My supervisor supports my need to balance work and other life issues.	 95%	 77%	24. In my work unit, differences in performance are recognized in a meaningful way.	 27%	 34%
62. Senior leaders demonstrate support for Work/Life programs.	 95%	 55%	67. How satisfied are you with your opportunity to get a better job in your organization?	 15%	 32%
40. I recommend my organization as a good place to work.	 94%	 69%	33. Pay raises depend on how well employees perform their jobs.	 15%	 47%

INCREASES AND DECREASES

 INCREASE  DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.		2010	2011	Diff.
79. How satisfied are you with the following Work/Life programs in your agency? Telework	8%	55%	 +47	82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	58%	40%	 -18
41. I believe the results of this survey will be used to make my agency a better place to work.	41%	74%	 +33	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)	75%	63%	 -12
62. Senior leaders demonstrate support for Work/Life programs.	72%	95%	 +23	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).	83%	74%	 -9
31. Employees are recognized for providing high quality products and services.	62%	82%	 +20	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.	93%	88%	 -5
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	53%	72%	 +19	46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	70%	65%	 -5

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.



LEADERSHIP & KNOWLEDGE MANAGEMENT



RESULTS-ORIENTED PERFORMANCE CULTURE



TALENT MANAGEMENT

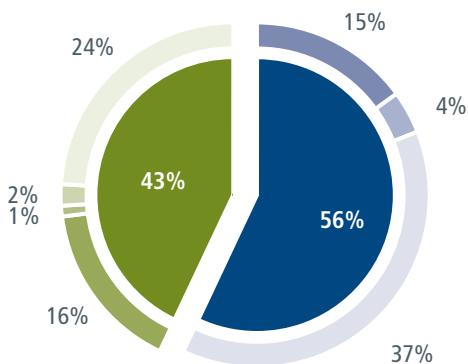


JOB SATISFACTION



TELEWORK

DNFSB



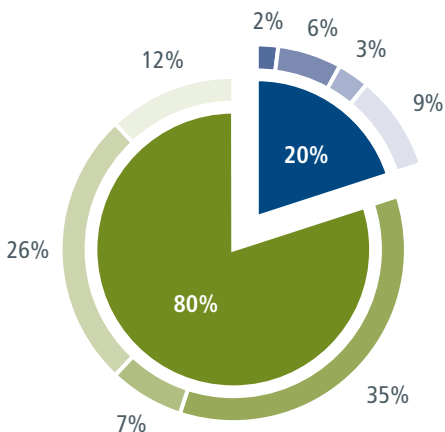
TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- 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.
- I do not telework because I choose not to telework.

GOVERNMENTWIDE



Note: The sum of percentages may not add to 100 due to rounding.



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