

Defense Nuclear Facilities Safety Board
2012 Federal Employee Viewpoint Survey Results

General

The Office of Personnel Management (OPM) conducted the 2012 Federal Employee Viewpoint Survey (FEVS) during the period April-June 2012. OPM administered the survey via the Internet and eligible employees were notified by e-mail of their opportunity to participate. One hundred three (103) Board employees were eligible to be surveyed. Of the 103 employees surveyed, 85 completed the survey. The Board’s response rate was 82.5 percent, 9th highest out of 40 small agencies.

The 2012 survey contained a total of 84 questions, including the 40 questions prescribed by regulation to collect data on Federal employees’ perceptions about how effectively agencies are managing their workforces. Because the Board has fewer than 150 employees, it elected to not include demographic questions in the 2012 survey.

Annual employee surveys are required by 5 CFR Part 250, Subpart C.

Summary of 2012 Survey Results

In evaluating the broad impact of the 2012 FEVS results, the Board focused on its average positive responses to key indices of the Human Capital Assessment and Accountability Framework (HCAAF). As evidenced by the chart below, despite a decrease in the percentage of positive responses in each index compared to 2011, the Board continues to receive a significantly higher percentage of positive responses compared to the rest of the Government (“Governmentwide”) and other Small Agencies.

HCAAF Index	DNFSB		Governmentwide		Small Agencies	
	2012	2011	2012	2011	2012	2011
<i>Leadership and Knowledge</i>	76%	81%	60%	62%	60%	N/A
<i>Results-Oriented Performance</i>	63%	71%	52%	54%	57%	N/A
<i>Talent Management</i>	75%	82%	59%	60%	61%	N/A
<i>Job Satisfaction</i>	78%	82%	66%	68%	65%	N/A

The Board was also heartened by high positive employee responses to questions of keen interest to senior management. For example, the 2012 FEVS indicates Board employees continue to believe the work they do is important (92%), feel a sense of accomplishment in doing their jobs (86%), believe they have a reasonable workload (77%), and like the kind of work they do (90%). Overall job satisfaction is 78%, well above the Governmentwide average (66%) and the average for Small Agencies (65%). In addition, due to a concerted effort by management to improve upon prior years' survey results, the Board experienced a significant increase in employee satisfaction with Work/Life programs, particularly the telework and health/wellness programs.

As was the case with most Federal agencies, compared to 2011, the Board experienced a decrease in positive responses across the 2012 survey. Governmentwide pay freezes and reductions in awards, proposed reductions in employee benefits, and general budgetary uncertainty have had a deleterious effect on employee morale and job satisfaction. In addition, Board employees expressed concern about the effectiveness of Board supervisors and senior leaders and continue to demonstrate dissatisfaction with performance management. In response, the Board directed a thorough analysis of the 2012 survey results by December 31, 2012, with plans to begin implementing recommendations for improvement as early as the second quarter of FY 2013. The Board remains committed to working with all stakeholders to maintain and strengthen areas that make it one of the best places to work in the Federal Government.