

**DEFENSE NUCLEAR FACILITIES SAFETY 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		17	32	17	12	4	82	NA
	%	60.04	21.30	38.74	20.82	14.44	4.70	100.00	
2. I have enough information to do my job well.	N		15	33	20	10	4	82	NA
	%	59.52	19.72	39.80	23.62	12.01	4.85	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		14	21	20	16	10	81	NA
	%	44.26	17.60	26.66	24.19	19.24	12.30	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		15	37	15	11	4	82	NA
	%	63.78	18.96	44.83	18.33	12.60	5.29	100.00	
*5. I like the kind of work I do.	N		21	33	20	7	1	82	NA
	%	65.94	26.47	39.47	24.28	8.47	1.31	100.00	
6. I know what is expected of me on the job.	N		14	25	17	16	10	82	NA
	%	47.75	18.31	29.44	20.59	19.70	11.96	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		46	29	6	0	0	81	NA
	%	93.06	57.52	35.55	6.94	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		26	37	15	3	1	82	NA
	%	77.44	33.02	44.41	17.70	3.53	1.33	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		6	34	15	21	5	81	1
	%	50.17	8.47	41.70	18.06	25.54	6.24	100.00	
*10. My workload is reasonable.	N		6	41	11	17	6	81	1
	%	58.23	8.73	49.50	13.81	20.55	7.41	100.00	
*11. My talents are used well in the workplace.	N		11	26	18	15	10	80	1
	%	46.12	14.38	31.74	22.49	18.95	12.45	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		21	37	7	13	3	81	1
	%	71.23	27.04	44.18	8.45	16.65	3.67	100.00	
*13. The work I do is important.	N		32	29	14	4	2	81	1
	%	75.37	39.97	35.40	17.54	4.59	2.50	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		29	36	11	2	1	79	3
	%	82.59	38.23	44.36	13.77	2.55	1.09	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		10	28	17	13	9	77	5
	%	49.80	12.50	37.30	22.44	16.44	11.32	100.00	
16. I am held accountable for achieving results.	N		14	42	18	6	2	82	0
	%	68.82	18.36	50.46	21.53	7.18	2.47	100.00	

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

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 82

Number of surveys administered: 109

Response Rate: 75.2%

**DEFENSE NUCLEAR FACILITIES SAFETY 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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		29	31	9	4	2	75	7
	%	80.52	39.70	40.82	11.67	5.23	2.58	100.00	
*18. My training needs are assessed.	N		5	25	21	20	9	80	1
	%	38.39	7.09	31.30	26.06	24.49	11.05	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		10	21	19	15	12	77	5
	%	40.75	12.89	27.86	24.94	18.92	15.39	100.00	
*20. The people I work with cooperate to get the job done.	N		15	37	16	8	6	82	NA
	%	64.92	19.42	45.50	18.38	9.54	7.15	100.00	
*21. My work unit is able to recruit people with the right skills.	N		6	29	21	16	5	77	5
	%	46.40	8.61	37.79	26.37	20.68	6.56	100.00	
*22. Promotions in my work unit are based on merit.	N		9	17	21	19	5	71	11
	%	37.48	13.49	23.99	28.58	27.02	6.93	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3	17	31	12	9	72	9
	%	29.52	3.96	25.55	42.62	15.76	12.10	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		3	19	18	20	13	73	8
	%	31.21	5.15	26.06	24.47	26.51	17.81	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		8	19	21	15	10	73	9
	%	37.73	11.27	26.46	29.04	20.01	13.22	100.00	
26. Employees in my work unit share job knowledge with each other.	N		26	34	12	3	5	80	2
	%	75.26	33.18	42.08	14.82	3.92	6.00	100.00	
27. The skill level in my work unit has improved in the past year.	N		11	22	26	11	6	76	6
	%	43.96	14.85	29.11	34.04	14.46	7.55	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		24	39	14	4	1	82	NA
	%	77.40	29.61	47.79	16.74	4.80	1.06	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		10	50	8	7	4	79	3
	%	76.63	13.54	63.09	10.15	8.67	4.55	100.00	

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

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 82

Number of surveys administered: 109

Response Rate: 75.2%

**DEFENSE NUCLEAR FACILITIES SAFETY 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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		6	18	21	24	11	80	2
	%	30.51	8.46	22.05	26.36	29.19	13.93	100.00	
31. Employees are recognized for providing high quality products and services.	N		14	28	14	16	9	81	1
	%	52.55	18.06	34.49	17.04	19.29	11.13	100.00	
*32. Creativity and innovation are rewarded.	N		8	13	30	14	14	79	3
	%	27.46	11.03	16.44	37.64	17.02	17.88	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		4	14	24	17	12	71	11
	%	26.41	6.79	19.62	33.79	23.21	16.59	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		15	33	21	3	1	73	9
	%	65.88	20.99	44.89	28.94	3.87	1.31	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		39	35	4	2	0	80	2
	%	92.56	49.35	43.21	5.06	2.39	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		22	39	12	2	4	79	2
	%	77.51	28.52	48.99	14.67	2.59	5.23	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		25	25	14	9	4	77	5
	%	66.06	33.05	33.01	17.60	11.18	5.15	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		29	31	10	2	3	75	7
	%	80.82	39.15	41.67	12.89	2.63	3.66	100.00	
39. My agency is successful at accomplishing its mission.	N		10	48	12	7	4	81	1
	%	72.13	13.42	58.71	14.26	8.56	5.05	100.00	
40. I recommend my organization as a good place to work.	N		14	25	19	18	6	82	NA
	%	47.25	17.96	29.29	23.76	21.83	7.17	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		12	25	16	14	11	78	4
	%	47.74	16.48	31.25	20.56	17.89	13.81	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		30	31	10	6	4	81	1
	%	75.96	38.01	37.94	12.12	7.10	4.82	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		22	30	15	6	7	80	1
	%	65.75	28.27	37.47	18.24	7.47	8.54	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		16	21	16	15	12	80	0
	%	47.32	20.78	26.54	19.93	17.94	14.81	100.00	

Survey Administration Period: April 23, 2013 to June 7, 2013
Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 82
Number of surveys administered: 109
Response Rate: 75.2%

**DEFENSE NUCLEAR FACILITIES SAFETY 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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		17	24	17	3	3	64	17
	%	65.35	27.63	37.72	25.73	4.43	4.48	100.00	
46. My supervisor/team leader provides me with constructive suggestion to improve my job performance.	N		15	23	19	7	15	79	0
	%	49.62	19.90	29.72	23.52	8.20	18.66	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		24	23	19	10	4	80	1
	%	59.26	30.90	28.36	23.51	12.40	4.83	100.00	
48. My supervisor/team leader listens to what I have to say.	N		33	18	10	14	6	81	NA
	%	63.40	42.01	21.39	12.19	17.01	7.39	100.00	
49. My supervisor/team leader treats me with respect.	N		40	17	6	13	5	81	NA
	%	70.52	50.28	20.24	7.58	15.98	5.92	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		29	39	7	3	2	80	NA
	%	85.55	36.56	48.99	8.34	3.74	2.37	100.00	
*51. I have trust and confidence in my supervisor.	N		29	20	7	14	11	81	NA
	%	60.99	37.01	23.98	8.32	17.08	13.61	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		25	23	14	11	8	81	NA
	%	59.40	31.82	27.58	17.35	13.12	10.12	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		5	11	26	20	18	80	0
	%	20.64	7.43	13.20	32.09	24.62	22.64	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		23	27	16	7	5	78	3
	%	64.57	30.24	34.33	19.86	9.07	6.50	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		22	22	15	11	5	75	6
	%	58.99	30.30	28.69	19.91	14.47	6.63	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		12	29	11	17	11	80	1
	%	52.13	16.19	35.94	13.78	20.14	13.95	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		11	25	15	16	9	76	5
	%	48.46	15.21	33.26	19.39	20.17	11.98	100.00	

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

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 82

Number of surveys administered: 109

Response Rate: 75.2%

**DEFENSE NUCLEAR FACILITIES SAFETY 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
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		11	24	14	14	15	78	3
	%	45.49	14.63	30.86	17.87	17.62	19.01	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		15	29	12	13	10	79	2
	%	56.24	19.59	36.65	14.96	16.22	12.58	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		21	20	20	11	8	80	1
	%	51.52	27.22	24.30	24.48	13.78	10.21	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		16	19	20	13	12	80	1
	%	44.38	20.69	23.69	24.67	16.08	14.86	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		12	34	21	10	1	78	3
	%	59.94	16.46	43.48	26.05	12.64	1.38	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		11	24	21	18	7	81	NA
	%	44.09	14.47	29.62	25.21	21.93	8.77	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		14	20	15	22	10	81	NA
	%	43.39	18.24	25.14	18.05	26.49	12.08	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		13	22	18	19	9	81	NA
	%	43.52	16.40	27.12	22.23	23.10	11.15	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		5	19	20	25	12	81	NA
	%	30.42	7.04	23.39	24.40	30.35	14.83	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		7	16	32	14	12	81	NA
	%	28.92	9.48	19.44	38.91	17.20	14.96	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		11	24	26	12	8	81	NA
	%	43.69	14.31	29.38	32.23	14.44	9.63	100.00	

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

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 82

Number of surveys administered: 109

Response Rate: 75.2%

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		13	25	18	18	7	81	NA
	%	47.15	16.59	30.56	22.30	21.78	8.77	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		10	34	13	19	5	81	NA
	%	54.79	13.33	41.47	15.62	23.36	6.22	100.00	
71. Considering everything, how satisfied are you with your organization?	N		9	26	16	20	9	80	NA
	%	44.23	12.09	32.14	19.74	24.71	11.32	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	%
Yes	63	78.71
No	16	18.79
Not sure	2	2.51
Total	81	100.00

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

	N	%
I telework 3 or more days per week.	1	1.35
I telework 1 or 2 days per week.	16	20.18
I telework, but no more than 1 or 2 days per month.	6	7.24
I telework very infrequently, on an unscheduled or short-term basis.	25	31.59
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	7	7.69
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	7	8.71
I do not telework because I choose not to telework.	19	23.23
Total	81	100.00

Survey Administration Period: April 23, 2013 to June 7, 2013
Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Census
Number of surveys completed: 82
Number of surveys administered: 109
Response Rate: 75.2%

DEFENSE NUCLEAR FACILITIES SAFETY BOARD 2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
Yes	5	6.24
No	22	26.23
Not available to me	54	67.53
Total	81	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	%
Yes	28	34.72
No	50	62.46
Not available to me	2	2.82
Total	80	100.00

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

	N	%
Yes	7	9.14
No	70	90.86
Not available to me	0	0.00
Total	77	100.00

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

	N	%
Yes	0	0.00
No	55	68.28
Not available to me	26	31.72
Total	81	100.00

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

	N	%
Yes	0	0.00
No	59	74.30
Not available to me	21	25.70
Total	80	100.00

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Census: Census
ys completed: 82
dministered: 109
onse Rate: 75.2%

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		10	21	6	9	0	46	2
	%	68.41	21.02	47.39	12.84	18.75	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1	1	2	1	0	5	0
	%	40.55	18.89	21.66	38.17	21.28	0.00	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		8	15	4	0	1	28	1
	%	81.24	29.10	52.13	14.83	0.00	3.93	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		2	3	4	0	0	9	2
	%	54.14	23.96	30.18	45.86	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	0	0	0	0	1
	%	---	---	---	---	---	---	---	

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

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 82

Number of surveys administered: 109

Response Rate: 75.2%