

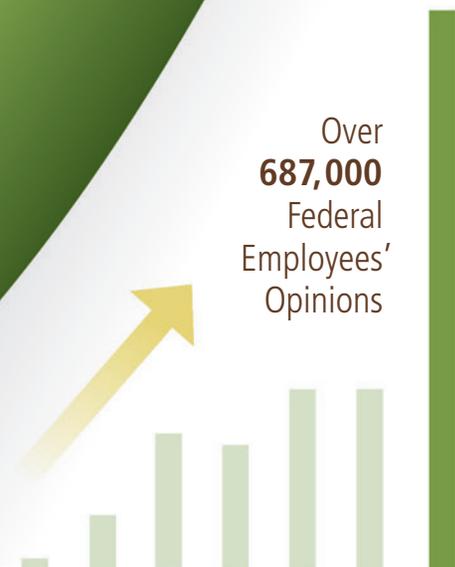
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

DEPARTMENT OF HEALTH AND HUMAN SERVICES  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
2012 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		6,608	12,654	4,419	3,768	1,645	29,094	NA
	%	65.0	21.9	43.1	15.6	13.4	6.0	100.0	
2. I have enough information to do my job well.	N		5,762	15,053	4,170	3,186	860	29,031	NA
	%	71.5	19.7	51.8	14.6	10.8	3.0	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		6,839	11,054	4,976	4,043	1,982	28,894	NA
	%	60.8	22.7	38.1	17.7	14.2	7.2	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		9,072	12,581	3,964	2,220	1,178	29,015	NA
	%	74.3	30.7	43.6	13.9	7.6	4.1	100.0	
*5. I like the kind of work I do.	N		11,598	12,755	2,936	1,138	484	28,911	NA
	%	84.7	40.7	44.0	10.0	3.7	1.6	100.0	
6. I know what is expected of me on the job.	N		8,818	13,920	3,336	2,008	798	28,880	NA
	%	79.4	31.3	48.1	11.3	6.6	2.7	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		19,352	8,819	577	152	118	29,018	NA
	%	96.9	65.5	31.3	2.1	0.6	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		14,497	12,154	2,018	237	104	29,010	NA
	%	91.7	49.6	42.1	7.1	0.8	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,237	11,455	4,701	6,443	3,146	28,982	87
	%	51.1	11.4	39.7	16.6	21.5	10.9	100.0	
*10. My workload is reasonable.	N		3,200	13,982	4,455	4,776	2,520	28,933	71
	%	60.2	11.4	48.8	15.4	15.9	8.6	100.0	
*11. My talents are used well in the workplace.	N		4,867	12,160	4,639	4,217	2,616	28,499	139
	%	60.2	17.1	43.1	16.5	14.3	9.0	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		9,310	15,231	2,677	1,076	602	28,896	90
	%	85.0	32.1	52.9	9.3	3.6	2.1	100.0	
*13. The work I do is important.	N		14,143	11,899	1,969	496	312	28,819	82
	%	90.9	50.0	40.9	6.5	1.6	1.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		7,634	13,181	3,722	2,943	1,475	28,955	86
	%	71.8	26.3	45.5	13.1	10.0	5.1	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		7,781	11,894	3,836	2,846	2,366	28,723	313
	%	68.0	26.5	41.4	13.6	9.9	8.5	100.0	
16. I am held accountable for achieving results.	N		9,008	15,404	3,074	881	457	28,824	137
	%	84.1	30.7	53.4	11.1	3.1	1.7	100.0	

Survey Administration Period: April 24, 2012 to June 5, 2012

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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: 29,146

Number of surveys administered: 59,588

Response Rate: 48.9%

**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		6,165	9,913	5,793	2,585	2,748	27,204	1,748
	%	58.2	21.9	36.3	21.4	9.8	10.6	100.0	
*18. My training needs are assessed.	N		3,753	10,315	6,910	4,991	2,701	28,670	338
	%	49.0	13.0	36.0	24.0	17.1	9.8	100.0	
*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		7,641	11,205	3,918	3,409	2,478	28,651	428
	%	66.2	26.7	39.5	13.8	11.5	8.6	100.0	
*20. The people I work with cooperate to get the job done.	N		8,035	13,704	3,864	2,492	926	29,021	NA
	%	73.2	26.6	46.6	14.1	9.0	3.6	100.0	
*21. My work unit is able to recruit people with the right skills.	N		2,865	10,979	6,859	4,950	2,415	28,068	1,011
	%	48.9	10.1	38.8	25.0	17.3	8.8	100.0	
*22. Promotions in my work unit are based on merit.	N		2,784	8,104	7,444	4,522	3,921	26,775	2,223
	%	39.9	10.1	29.8	28.2	16.9	14.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,613	6,654	7,519	5,500	4,666	25,952	3,045
	%	31.5	6.2	25.4	29.1	21.0	18.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,963	7,825	7,701	5,818	3,758	27,065	1,934
	%	35.8	7.1	28.7	28.5	21.4	14.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		2,946	9,195	6,572	4,465	3,766	26,944	2,031
	%	44.4	10.8	33.6	24.3	16.7	14.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		6,397	14,210	4,116	2,552	1,568	28,843	162
	%	70.0	21.6	48.5	14.9	9.2	5.9	100.0	
27. The skill level in my work unit has improved in the past year.	N		4,615	11,045	7,985	2,613	1,591	27,849	1,154
	%	56.2	16.3	39.8	28.6	9.3	6.0	100.0	
		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		13,744	11,026	3,427	559	217	28,973	NA
	%	84.2	45.8	38.4	12.8	2.2	0.8	100.0	
		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		4,550	15,985	4,603	2,116	733	27,987	578
	%	72.5	15.9	56.6	17.1	7.6	2.8	100.0	

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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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,703	10,138	7,167	5,213	2,514	27,735	835
	%	46.0	9.6	36.4	26.3	18.4	9.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		3,365	11,109	6,492	4,454	2,461	27,881	644
	%	50.5	11.7	38.8	23.7	16.4	9.4	100.0	
*32. Creativity and innovation are rewarded.	N		2,980	8,978	7,772	4,845	2,940	27,515	980
	%	41.9	10.4	31.6	28.6	18.1	11.3	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		1,632	5,714	7,641	6,387	4,791	26,165	2,299
	%	28.3	6.4	22.0	29.1	24.0	18.6	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		3,970	11,474	7,187	2,106	1,792	26,529	1,984
	%	56.7	14.4	42.3	27.8	8.2	7.3	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		6,800	15,544	3,580	1,241	819	27,984	558
	%	79.1	23.5	55.7	13.2	4.6	3.1	100.0	
*36. My organization has prepared employees for potential security threats.	N		5,094	14,516	5,110	2,069	886	27,675	810
	%	69.8	17.8	52.1	19.0	7.8	3.4	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		4,415	9,591	6,103	3,184	3,327	26,620	1,883
	%	51.5	16.0	35.5	23.2	12.2	13.1	100.0	
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		5,856	10,997	5,205	1,632	2,011	25,701	2,758
	%	64.3	21.9	42.4	20.8	6.6	8.3	100.0	
39. My agency is successful at accomplishing its mission.	N		6,558	14,990	4,632	1,092	621	27,893	590
	%	75.6	22.7	53.0	17.7	4.2	2.5	100.0	
40. I recommend my organization as a good place to work.	N		7,544	12,148	5,405	2,300	1,128	28,525	NA
	%	68.0	25.5	42.5	19.6	8.3	4.1	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		4,373	8,548	6,996	3,550	2,356	25,823	2,733
	%	50.3	17.4	32.9	26.9	13.5	9.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		11,346	11,169	2,912	1,479	1,402	28,308	157
	%	77.8	38.5	39.4	10.9	5.7	5.6	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		8,507	10,566	4,449	2,772	2,006	28,300	133
	%	66.1	28.7	37.4	16.3	10.0	7.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		7,566	10,090	5,106	2,918	2,403	28,083	295
	%	62.0	26.0	36.0	18.6	10.4	9.0	100.0	

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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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		7,522	9,919	5,811	1,337	1,444	26,033	2,320
	%	65.4	27.6	37.9	22.9	5.5	6.2	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		6,884	10,391	5,530	3,100	2,304	28,209	173
	%	60.5	23.7	36.8	19.9	11.0	8.6	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		8,052	10,950	4,779	2,224	1,999	28,004	369
	%	66.2	27.5	38.6	17.7	8.3	7.9	100.0	
48. My supervisor/team leader listens to what I have to say.	N		10,291	11,095	3,561	2,150	1,276	28,373	NA
	%	73.8	34.7	39.1	13.3	8.0	4.9	100.0	
49. My supervisor/team leader treats me with respect.	N		11,689	10,740	3,088	1,593	1,229	28,339	NA
	%	77.9	39.6	38.3	11.6	5.9	4.6	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		9,676	13,244	2,632	1,933	848	28,333	NA
	%	79.8	32.9	46.9	9.9	7.0	3.2	100.0	
*51. I have trust and confidence in my supervisor.	N		9,926	8,900	4,740	2,494	2,261	28,321	NA
	%	65.3	33.8	31.5	17.1	9.1	8.5	100.0	
		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		11,340	8,471	5,013	1,924	1,546	28,294	NA
	%	68.5	38.8	29.8	18.3	7.2	5.9	100.0	
		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		3,343	9,497	7,108	4,920	2,851	27,719	355
	%	45.5	11.6	33.9	25.9	17.8	10.7	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		5,105	10,476	6,189	2,802	2,370	26,942	1,121
	%	56.5	18.0	38.4	23.5	10.8	9.3	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		5,066	12,110	5,776	2,179	1,676	26,807	1,206
	%	62.5	18.0	44.4	22.3	8.5	6.8	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		4,409	13,041	5,492	2,933	1,853	27,728	279
	%	61.6	15.3	46.4	20.5	10.8	7.1	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		4,115	12,220	6,212	2,367	1,482	26,396	1,579
	%	61.1	15.0	46.0	23.9	9.0	6.0	100.0	

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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		3,892	11,140	5,983	3,865	2,477	27,357	672
	%	54.0	13.7	40.3	22.4	14.1	9.5	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		4,579	11,830	5,736	3,004	2,145	27,294	674
	%	58.8	16.1	42.7	21.8	11.1	8.3	100.0	
		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		6,999	9,226	6,055	2,331	2,032	26,643	1,377
	%	59.4	25.1	34.3	23.4	9.3	8.0	100.0	
		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		6,330	9,704	6,279	3,078	2,237	27,628	374
	%	57.4	22.4	35.0	23.0	11.2	8.4	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		5,376	10,064	6,312	2,224	1,579	25,555	2,439
	%	58.8	20.3	38.5	25.5	8.9	6.7	100.0	
		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		4,073	11,030	6,196	4,884	1,684	27,867	NA
	%	53.6	14.0	39.6	22.7	17.5	6.1	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3,372	10,623	6,637	5,309	1,898	27,839	NA
	%	49.2	11.5	37.7	24.4	19.3	7.2	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		4,506	9,938	6,023	4,849	2,479	27,795	NA
	%	50.7	15.5	35.2	22.2	17.8	9.4	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		3,048	9,555	8,218	4,744	2,184	27,749	NA
	%	44.8	10.6	34.2	29.8	17.2	8.2	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,937	7,590	8,348	5,403	3,483	27,761	NA
	%	37.7	10.2	27.4	30.3	19.4	12.7	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		3,922	11,097	6,827	3,949	1,946	27,741	NA
	%	53.3	13.9	39.4	24.6	14.5	7.5	100.0	

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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		6,510	12,823	4,466	2,749	1,205	27,753	NA
	%	69.4	23.0	46.4	16.5	9.8	4.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5,122	12,060	4,683	4,208	1,711	27,784	NA
	%	60.5	17.5	43.0	17.5	15.5	6.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		4,996	12,457	5,666	3,198	1,459	27,776	NA
	%	61.8	17.2	44.6	21.0	11.7	5.5	100.0	

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>	19,292	63.6
<b>No</b>	7,363	31.6
<b>Not sure</b>	1,156	4.8
<b>Total</b>	27,811	100.0

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

	N	%
<b>I telework 3 or more days per week.</b>	861	3.0
<b>I telework 1 or 2 days per week.</b>	8,739	28.5
<b>I telework, but no more than 1 or 2 days per month.</b>	2,175	7.7
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	4,142	14.3
<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>	3,389	15.0
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	973	3.9
<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>	3,267	13.5
<b>I do not telework because I choose not to telework.</b>	3,873	14.0
<b>Total</b>	27,419	100.0

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**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Yes</b>	9,602	34.1
<b>No</b>	14,700	51.6
<b>Not available to me</b>	3,381	14.3
<b>Total</b>	27,683	100.0

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>	7,787	27.4
<b>No</b>	17,744	63.7
<b>Not available to me</b>	2,122	8.9
<b>Total</b>	27,653	100.0

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

	N	%
<b>Yes</b>	3,967	14.7
<b>No</b>	22,660	81.1
<b>Not available to me</b>	950	4.2
<b>Total</b>	27,577	100.0

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>	1,171	4.2
<b>No</b>	23,436	82.7
<b>Not available to me</b>	3,047	13.1
<b>Total</b>	27,654	100.0

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

	N	%
<b>Yes</b>	923	3.3
<b>No</b>	23,687	83.8
<b>Not available to me</b>	3,026	12.9
<b>Total</b>	27,636	100.0

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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
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	79.8	6,068 38.0	6,559 41.7	1,804 12.2	913 6.0	296 2.0	15,640 100.0	634
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	87.1	4,398 44.8	3,924 42.2	668 8.1	268 3.2	130 1.6	9,388 100.0	241
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 %	82.3	2,275 28.6	4,002 53.7	987 14.9	158 2.3	35 0.5	7,457 100.0	439
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	76.8	1,032 26.4	1,886 50.4	669 19.4	97 2.5	49 1.4	3,733 100.0	456
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 %	75.9	334 32.4	446 43.5	190 20.3	30 3.1	7 0.7	1,007 100.0	340
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	69.1	187 22.3	390 46.8	226 28.8	12 1.7	3 0.4	818 100.0	305

Survey Administration Period: April 24, 2012 to June 5, 2012

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: 29,146

Number of surveys administered: 59,588

Response Rate: 48.9%

**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
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85. Where do you work?	N	%
<b>Headquarters</b>	16,267	59.4
<b>Field</b>	11,136	40.6
<b>Total</b>	27,403	100.0

*86. What is your supervisory status?	N	%
<b>Non-Supervisor</b>	18,945	68.8
<b>Team Leader</b>	3,808	13.8
<b>Supervisor</b>	3,157	11.5
<b>Manager</b>	1,275	4.6
<b>Executive</b>	361	1.3
<b>Total</b>	27,546	100.0

*87. Are you:	N	%
<b>Male</b>	9,213	33.7
<b>Female</b>	18,121	66.3
<b>Total</b>	27,334	100.0

*88. Are you Hispanic or Latino?	N	%
<b>Yes</b>	1,467	5.4
<b>No</b>	25,635	94.6
<b>Total</b>	27,102	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
<b>American Indian or Alaska Native</b>	3,032	11.5
<b>Asian</b>	1,796	6.8
<b>Black or African American</b>	5,213	19.7
<b>Native Hawaiian or Other Pacific Islander</b>	89	0.3
<b>White</b>	15,512	58.7
<b>Two or more races</b>	766	2.9
<b>Total</b>	26,408	100.0

**DEPARTMENT OF HEALTH AND HUMAN SERVICES  
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90. What is your age group?

	N	%
<b>25 and under</b>	269	1.0
<b>26-29</b>	1,017	3.8
<b>30-39</b>	4,918	18.2
<b>40-49</b>	7,763	28.7
<b>50-59</b>	9,070	33.5
<b>60 or older</b>	4,034	14.9
<b>Total</b>	27,071	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	359	1.3
<b>GS 1-6</b>	1,720	6.3
<b>GS 7-12</b>	9,644	35.2
<b>GS 13-15</b>	15,198	55.5
<b>Senior Executive Service</b>	223	0.8
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	79	0.3
<b>Other</b>	182	0.7
<b>Total</b>	27,405	100.0

92. How long have you been with the Federal Government (excluding military service)?

	N	%
<b>Less than 1 year</b>	441	1.6
<b>1 to 3 years</b>	4,331	15.8
<b>4 to 5 years</b>	2,490	9.1
<b>6 to 10 years</b>	4,958	18.1
<b>11 to 14 years</b>	3,875	14.1
<b>15 to 20 years</b>	2,933	10.7
<b>More than 20 years</b>	8,365	30.5
<b>Total</b>	27,393	100.0

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93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
<b>Less than 1 year</b>	738	2.7
<b>1 to 3 years</b>	5,660	20.8
<b>4 to 5 years</b>	3,154	11.6
<b>6 to 10 years</b>	5,452	20.0
<b>11 to 20 years</b>	6,784	24.9
<b>More than 20 years</b>	5,487	20.1
<b>Total</b>	27,275	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
<b>No</b>	19,039	69.7
<b>Yes, to retire</b>	1,313	4.8
<b>Yes, to take another job within the Federal Government</b>	4,790	17.5
<b>Yes, to take another job outside the Federal Government</b>	978	3.6
<b>Yes, other</b>	1,189	4.4
<b>Total</b>	27,309	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	790	2.9
<b>Between one and three years</b>	2,279	8.5
<b>Between three and five years</b>	2,406	9.0
<b>Five or more years</b>	21,324	79.6
<b>Total</b>	26,799	100.0

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96. Self-Identify as:	N	%
Heterosexual or Straight	21,851	84.4
Gay, Lesbian, Bisexual, or Transgender	969	3.7
I prefer not to say	3,058	11.8
<b>Total</b>	<b>25,878</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	3,227	11.8
No	24,056	88.2
<b>Total</b>	<b>27,283</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	2,328	8.5
No	24,921	91.5
<b>Total</b>	<b>27,249</b>	<b>100.0</b>



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