

2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

4th Level
Subagency
Report

Department of Defense
NCR MD HQ



Department of Defense
NCR MD HQ
4th Level Subagency Report

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

| | Surveys Completed | Response Rate |
|------------------------------|-------------------|---------------|
| OSD, Agencies and Activities | 13,597 | 37.2% |
| Defense Health Agency | 628 | 23.0% |
| NCR MEDICAL DIRECTORATE | 404 | 19.2% |
| NCR MD HQ | 13 | 44.8% |

New for 2016

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Two new sections – **Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group**. These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

| | |
|-------|--|
| 84.2% | My organization has prepared employees for potential security threats. (Q.36) |
| 79.6% | When needed I am willing to put in the extra effort to get a job done. (Q.7) |
| 79.6% | Employees are protected from health and safety hazards on the job. (Q.35) |
| 74.7% | I am constantly looking for ways to do my job better. (Q.8) |
| 74.5% | I know what is expected of me on the job. (Q.6) |
| 74.5% | I know how my work relates to the agency's goals and priorities. (Q.12) |
| 74.5% | How would you rate the overall quality of work done by your work unit? (Q.28) |
| 67.0% | My agency is successful at accomplishing its mission. (Q.39) |
| 66.2% | Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57) |
| 64.3% | The work I do is important. (Q.13) |

Highest Percent Negative

| | |
|-------|--|
| 70.3% | Pay raises depend on how well employees perform their jobs. (Q.33) |
| 61.2% | How satisfied are you with the training you receive for your present job? (Q.68) |
| 60.5% | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23) |
| 60.1% | In my work unit, differences in performance are recognized in a meaningful way. (Q.24) |
| 59.1% | My training needs are assessed. (Q.18) |
| 56.0% | How satisfied are you with your opportunity to get a better job in your organization? (Q.67) |
| 54.7% | My work unit is able to recruit people with the right skills. (Q.21) |
| 51.4% | How satisfied are you with your involvement in decisions that affect your work? (Q.63) |
| 51.4% | How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64) |
| 50.8% | My talents are used well in the workplace. (Q.11) |

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (NCR MEDICAL DIRECTORATE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

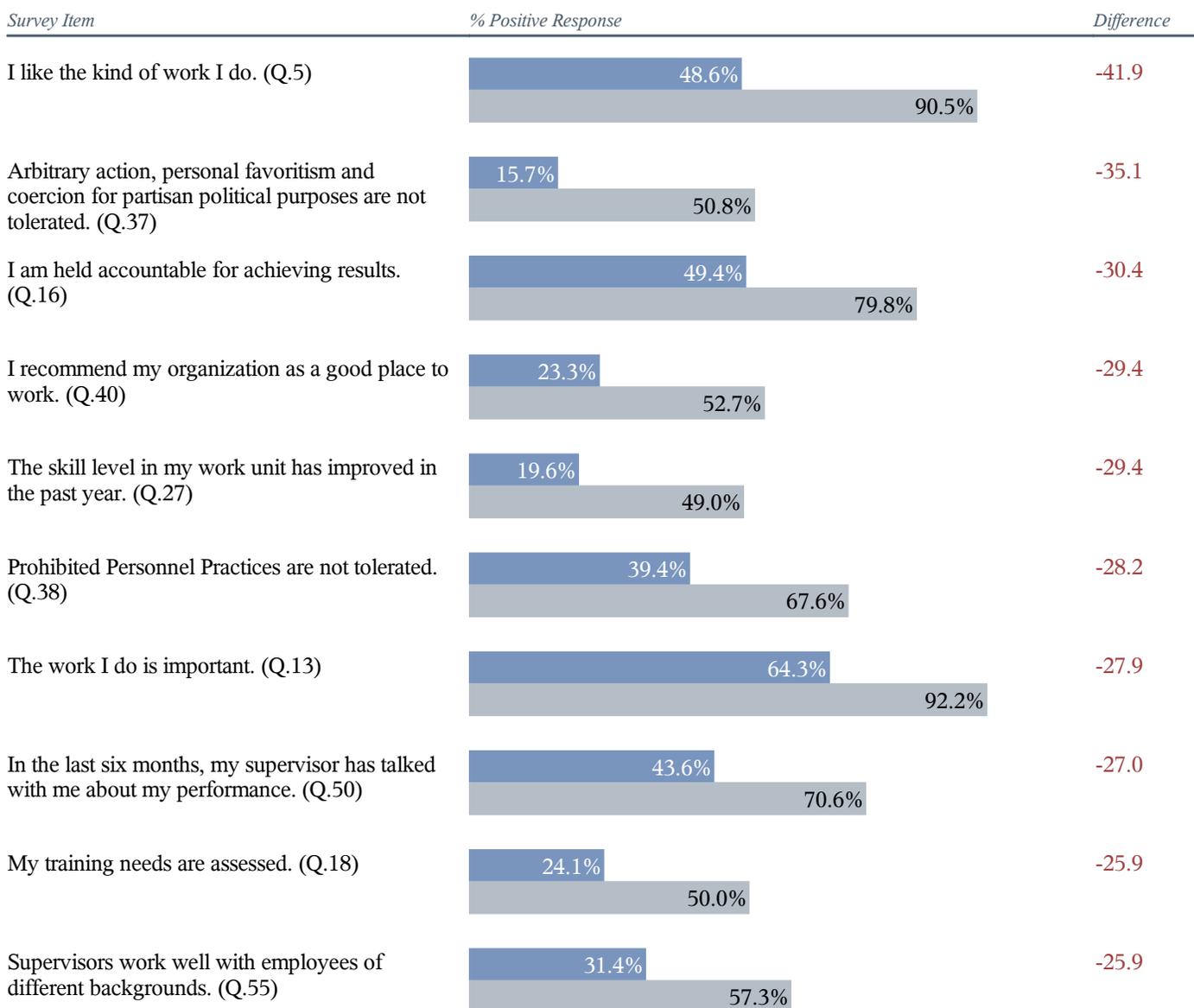


| <i>Survey Item</i> | <i>% Positive Response</i> | | <i>Difference</i> |
|---|----------------------------|-------|-------------------|
| In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53) | 53.8% | 43.0% | +10.8 |
| Considering everything, how satisfied are you with your pay? (Q.70) | 53.6% | 43.1% | +10.5 |
| Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57) | 66.2% | 60.5% | +5.7 |
| Employees are protected from health and safety hazards on the job. (Q.35) | 79.6% | 75.3% | +4.3 |
| Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60) | 57.0% | 54.0% | +3.0 |

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (NCR MEDICAL DIRECTORATE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,565 | 64.4% | 15.2% | 20.5% |
| Defense Health Agency | 625 | 50.8% | 19.7% | 29.5% |
| NCR MEDICAL DIRECTORATE | 401 | 49.8% | 19.1% | 31.1% |
| NCR MD HQ | 13 | 43.4% | 25.9% | 30.6% |

2. I have enough information to do my job well.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,492 | 69.9% | 14.7% | 15.4% |
| Defense Health Agency | 621 | 68.3% | 13.4% | 18.3% |
| NCR MEDICAL DIRECTORATE | 401 | 71.3% | 11.1% | 17.6% |
| NCR MD HQ | 13 | 59.6% | 15.2% | 25.3% |

3. I feel encouraged to come up with new and better ways of doing things.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,400 | 58.9% | 17.6% | 23.6% |
| Defense Health Agency | 613 | 54.2% | 21.4% | 24.4% |
| NCR MEDICAL DIRECTORATE | 393 | 53.4% | 20.7% | 25.9% |
| NCR MD HQ | 13 | 39.0% | 15.3% | 45.7% |

4. My work gives me a feeling of personal accomplishment.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,491 | 69.8% | 14.8% | 15.4% |
| Defense Health Agency | 620 | 69.8% | 13.2% | 17.0% |
| NCR MEDICAL DIRECTORATE | 397 | 70.5% | 12.5% | 17.0% |
| NCR MD HQ | 13 | 59.5% | 0.0% | 40.5% |

5. I like the kind of work I do.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,400 | 81.8% | 11.5% | 6.7% |
| Defense Health Agency | 620 | 86.4% | 7.9% | 5.7% |
| NCR MEDICAL DIRECTORATE | 397 | 90.5% | 5.3% | 4.2% |
| NCR MD HQ | 12 | 48.6% | 23.3% | 28.1% |

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My Work Experience (continued)

6. I know what is expected of me on the job.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,441 | 77.7% | 11.7% | 10.6% |
| Defense Health Agency | 621 | 79.1% | 9.9% | 11.0% |
| NCR MEDICAL DIRECTORATE | 400 | 85.6% | 6.9% | 7.5% |
| NCR MD HQ | 13 | 74.5% | 5.1% | 20.4% |

7. When needed I am willing to put in the extra effort to get a job done.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,504 | 95.9% | 2.6% | 1.5% |
| Defense Health Agency | 621 | 95.4% | 2.6% | 2.0% |
| NCR MEDICAL DIRECTORATE | 399 | 95.6% | 2.7% | 1.7% |
| NCR MD HQ | 13 | 79.6% | 0.0% | 20.4% |

8. I am constantly looking for ways to do my job better.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,526 | 91.7% | 6.6% | 1.7% |
| Defense Health Agency | 623 | 91.3% | 7.0% | 1.7% |
| NCR MEDICAL DIRECTORATE | 400 | 90.6% | 6.8% | 2.7% |
| NCR MD HQ | 13 | 74.7% | 15.1% | 10.2% |

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,511 | 52.2% | 16.3% | 31.5% | 40 |
| Defense Health Agency | 622 | 40.9% | 15.4% | 43.8% | 2 |
| NCR MEDICAL DIRECTORATE | 401 | 39.1% | 15.7% | 45.2% | 0 |
| NCR MD HQ | 13 | 39.9% | 15.3% | 44.8% | 0 |

10. My workload is reasonable.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,498 | 61.6% | 14.9% | 23.5% | 23 |
| Defense Health Agency | 621 | 57.4% | 17.4% | 25.2% | 1 |
| NCR MEDICAL DIRECTORATE | 400 | 59.9% | 16.7% | 23.4% | 0 |
| NCR MD HQ | 13 | 38.7% | 20.3% | 41.0% | 0 |

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My Work Experience (continued)

11. My talents are used well in the workplace.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,205 | 57.8% | 16.0% | 26.2% | 61 |
| Defense Health Agency | 612 | 57.3% | 13.1% | 29.6% | 0 |
| NCR MEDICAL DIRECTORATE | 391 | 58.8% | 14.3% | 26.9% | 0 |
| NCR MD HQ | 13 | 33.5% | 15.7% | 50.8% | 0 |

12. I know how my work relates to the agency's goals and priorities.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,436 | 83.4% | 9.6% | 6.9% | 43 |
| Defense Health Agency | 621 | 80.6% | 11.0% | 8.4% | 1 |
| NCR MEDICAL DIRECTORATE | 399 | 81.9% | 11.4% | 6.7% | 1 |
| NCR MD HQ | 13 | 74.5% | 15.3% | 10.2% | 0 |

13. The work I do is important.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,318 | 88.8% | 7.7% | 3.5% | 45 |
| Defense Health Agency | 614 | 91.1% | 6.2% | 2.7% | 1 |
| NCR MEDICAL DIRECTORATE | 393 | 92.2% | 6.0% | 1.8% | 0 |
| NCR MD HQ | 13 | 64.3% | 25.5% | 10.2% | 0 |

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,505 | 71.4% | 12.5% | 16.0% | 37 |
| Defense Health Agency | 623 | 64.5% | 12.1% | 23.5% | 1 |
| NCR MEDICAL DIRECTORATE | 401 | 59.5% | 14.0% | 26.5% | 1 |
| NCR MD HQ | 13 | 43.5% | 20.3% | 36.1% | 0 |

15. My performance appraisal is a fair reflection of my performance.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,329 | 72.9% | 12.9% | 14.2% | 206 |
| Defense Health Agency | 614 | 71.4% | 13.3% | 15.3% | 10 |
| NCR MEDICAL DIRECTORATE | 393 | 71.2% | 13.1% | 15.7% | 7 |
| NCR MD HQ | 12 | 60.2% | 17.0% | 22.7% | 0 |

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My Work Experience (continued)

16. I am held accountable for achieving results.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,426 | 83.9% | 11.0% | 5.1% | 50 |
| Defense Health Agency | 619 | 82.8% | 11.6% | 5.7% | 3 |
| NCR MEDICAL DIRECTORATE | 398 | 79.8% | 12.5% | 7.7% | 3 |
| NCR MD HQ | 13 | 49.4% | 15.2% | 35.5% | 0 |

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,999 | 63.2% | 17.6% | 19.3% | 511 |
| Defense Health Agency | 599 | 60.8% | 15.7% | 23.5% | 20 |
| NCR MEDICAL DIRECTORATE | 381 | 64.1% | 13.7% | 22.2% | 15 |
| NCR MD HQ | 12 | 48.6% | 17.3% | 34.1% | 1 |

18. My training needs are assessed.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,402 | 56.2% | 21.6% | 22.2% | 115 |
| Defense Health Agency | 620 | 46.3% | 20.6% | 33.1% | 6 |
| NCR MEDICAL DIRECTORATE | 398 | 50.0% | 18.7% | 31.3% | 4 |
| NCR MD HQ | 12 | 24.1% | 16.8% | 59.1% | 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 | Positive | Neutral | Negative | NBJ |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,282 | 71.6% | 12.1% | 16.3% | 291 |
| Defense Health Agency | 602 | 70.0% | 12.2% | 17.9% | 25 |
| NCR MEDICAL DIRECTORATE | 384 | 72.2% | 9.5% | 18.3% | 19 |
| NCR MD HQ | 12 | 51.4% | 16.2% | 32.5% | 1 |

My Work Unit

20. The people I work with cooperate to get the job done.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,570 | 72.9% | 13.5% | 13.6% |
| Defense Health Agency | 624 | 65.7% | 17.0% | 17.3% |
| NCR MEDICAL DIRECTORATE | 401 | 65.2% | 15.9% | 18.9% |
| NCR MD HQ | 13 | 43.7% | 30.3% | 25.9% |

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,088 | 43.9% | 26.2% | 29.9% | 479 |
| Defense Health Agency | 610 | 41.5% | 20.4% | 38.1% | 15 |
| NCR MEDICAL DIRECTORATE | 396 | 41.8% | 19.0% | 39.2% | 6 |
| NCR MD HQ | 13 | 19.5% | 25.7% | 54.7% | 0 |

22. Promotions in my work unit are based on merit.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,600 | 35.2% | 27.7% | 37.2% | 899 |
| Defense Health Agency | 567 | 26.8% | 29.4% | 43.7% | 51 |
| NCR MEDICAL DIRECTORATE | 368 | 26.2% | 30.4% | 43.4% | 30 |
| NCR MD HQ | 12 | 14.7% | 45.5% | 39.8% | 1 |

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,219 | 30.3% | 28.1% | 41.6% | 1,295 |
| Defense Health Agency | 577 | 26.1% | 29.5% | 44.4% | 49 |
| NCR MEDICAL DIRECTORATE | 374 | 27.3% | 29.8% | 42.8% | 28 |
| NCR MD HQ | 12 | 16.7% | 22.7% | 60.5% | 1 |

24. In my work unit, differences in performance are recognized in a meaningful way.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|-------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,768 | 36.9% | 27.7% | 35.4% | 760 |
| Defense Health Agency | 596 | 30.9% | 27.5% | 41.6% | 28 |
| NCR MEDICAL DIRECTORATE | 386 | 30.4% | 28.5% | 41.0% | 16 |
| NCR MD HQ | 13 | 9.4% | 30.5% | 60.1% | 0 |

25. Awards in my work unit depend on how well employees perform their jobs.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|-------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,584 | 44.3% | 24.6% | 31.0% | 912 |
| Defense Health Agency | 585 | 34.4% | 29.1% | 36.5% | 37 |
| NCR MEDICAL DIRECTORATE | 375 | 34.6% | 29.9% | 35.4% | 23 |
| NCR MD HQ | 13 | 9.4% | 41.2% | 49.4% | 0 |

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,478 | 71.9% | 13.9% | 14.2% | 47 |
| Defense Health Agency | 621 | 65.5% | 16.3% | 18.2% | 3 |
| NCR MEDICAL DIRECTORATE | 399 | 65.8% | 17.4% | 16.8% | 3 |
| NCR MD HQ | 13 | 44.3% | 35.3% | 20.4% | 0 |

27. The skill level in my work unit has improved in the past year.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,061 | 56.2% | 26.2% | 17.5% | 478 |
| Defense Health Agency | 614 | 49.3% | 25.3% | 25.4% | 13 |
| NCR MEDICAL DIRECTORATE | 394 | 49.0% | 24.4% | 26.5% | 10 |
| NCR MD HQ | 13 | 19.6% | 41.1% | 39.3% | 0 |

28. How would you rate the overall quality of work done by your work unit?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,560 | 82.4% | 14.2% | 3.4% |
| Defense Health Agency | 624 | 79.2% | 14.9% | 5.9% |
| NCR MEDICAL DIRECTORATE | 401 | 77.1% | 15.4% | 7.5% |
| NCR MD HQ | 13 | 74.5% | 15.3% | 10.2% |

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,174 | 69.1% | 17.2% | 13.7% | 178 |
| Defense Health Agency | 609 | 66.7% | 16.1% | 17.2% | 4 |
| NCR MEDICAL DIRECTORATE | 389 | 68.6% | 14.8% | 16.6% | 3 |
| NCR MD HQ | 13 | 55.0% | 31.0% | 14.0% | 0 |

30. Employees have a feeling of personal empowerment with respect to work processes.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,058 | 45.6% | 24.2% | 30.2% | 272 |
| Defense Health Agency | 605 | 40.0% | 21.9% | 38.1% | 10 |
| NCR MEDICAL DIRECTORATE | 386 | 39.4% | 22.1% | 38.5% | 8 |
| NCR MD HQ | 13 | 23.3% | 25.9% | 50.8% | 0 |

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,035 | 50.8% | 22.3% | 26.9% | 275 |
| Defense Health Agency | 602 | 42.4% | 22.1% | 35.5% | 14 |
| NCR MEDICAL DIRECTORATE | 389 | 43.4% | 21.3% | 35.3% | 6 |
| NCR MD HQ | 13 | 23.3% | 40.4% | 36.3% | 0 |

32. Creativity and innovation are rewarded.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,860 | 40.7% | 27.3% | 31.9% | 435 |
| Defense Health Agency | 596 | 32.8% | 27.4% | 39.9% | 21 |
| NCR MEDICAL DIRECTORATE | 383 | 32.7% | 25.4% | 41.9% | 13 |
| NCR MD HQ | 13 | 23.3% | 31.1% | 45.6% | 0 |

33. Pay raises depend on how well employees perform their jobs.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|-------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,309 | 21.3% | 28.7% | 49.9% | 961 |
| Defense Health Agency | 562 | 17.6% | 28.8% | 53.6% | 49 |
| NCR MEDICAL DIRECTORATE | 367 | 17.5% | 29.1% | 53.4% | 25 |
| NCR MD HQ | 13 | 3.8% | 25.9% | 70.3% | 0 |

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,337 | 60.2% | 25.5% | 14.3% | 975 |
| Defense Health Agency | 574 | 49.7% | 30.4% | 19.9% | 37 |
| NCR MEDICAL DIRECTORATE | 366 | 52.0% | 30.3% | 17.7% | 26 |
| NCR MD HQ | 11 | 51.5% | 12.4% | 36.2% | 1 |

35. Employees are protected from health and safety hazards on the job.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,138 | 82.8% | 10.6% | 6.6% | 176 |
| Defense Health Agency | 607 | 76.6% | 13.6% | 9.8% | 8 |
| NCR MEDICAL DIRECTORATE | 392 | 75.3% | 14.4% | 10.3% | 4 |
| NCR MD HQ | 13 | 79.6% | 10.2% | 10.2% | 0 |

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|-------------|--------------|----------|
| OSD, Agencies and Activities | 13,171 | 85.2% | 9.3% | 5.6% | 114 |
| Defense Health Agency | 604 | 83.2% | 10.4% | 6.4% | 8 |
| NCR MEDICAL DIRECTORATE | 384 | 81.3% | 12.0% | 6.7% | 7 |
| NCR MD HQ | 13 | 84.2% | 5.6% | 10.2% | 0 |

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,547 | 52.9% | 22.2% | 24.9% | 735 |
| Defense Health Agency | 584 | 50.4% | 24.0% | 25.6% | 26 |
| NCR MEDICAL DIRECTORATE | 378 | 50.8% | 24.3% | 24.9% | 16 |
| NCR MD HQ | 11 | 15.7% | 41.9% | 42.4% | 2 |

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 | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,103 | 67.7% | 18.2% | 14.2% | 1,122 |
| Defense Health Agency | 566 | 65.7% | 16.3% | 18.0% | 45 |
| NCR MEDICAL DIRECTORATE | 363 | 67.6% | 16.1% | 16.3% | 30 |
| NCR MD HQ | 11 | 39.4% | 48.5% | 12.1% | 2 |

39. My agency is successful at accomplishing its mission.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,068 | 76.6% | 16.3% | 7.1% | 233 |
| Defense Health Agency | 603 | 70.9% | 21.0% | 8.0% | 9 |
| NCR MEDICAL DIRECTORATE | 386 | 72.6% | 18.8% | 8.6% | 6 |
| NCR MD HQ | 12 | 67.0% | 16.8% | 16.2% | 0 |

40. I recommend my organization as a good place to work.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,329 | 64.1% | 20.1% | 15.8% |
| Defense Health Agency | 614 | 51.3% | 23.0% | 25.7% |
| NCR MEDICAL DIRECTORATE | 393 | 52.7% | 22.0% | 25.3% |
| NCR MD HQ | 13 | 23.3% | 25.9% | 50.8% |

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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,368 | 47.1% | 25.8% | 27.1% | 972 |
| Defense Health Agency | 551 | 39.1% | 25.1% | 35.8% | 63 |
| NCR MEDICAL DIRECTORATE | 352 | 39.1% | 24.4% | 36.6% | 41 |
| NCR MD HQ | 10 | 24.2% | 62.1% | 13.7% | 3 |

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|-------------|--------------|----------|
| OSD, Agencies and Activities | 13,263 | 78.9% | 10.0% | 11.1% | 65 |
| Defense Health Agency | 609 | 74.0% | 13.6% | 12.4% | 3 |
| NCR MEDICAL DIRECTORATE | 389 | 70.8% | 14.8% | 14.4% | 3 |
| NCR MD HQ | 13 | 59.2% | 0.0% | 40.8% | 0 |

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,214 | 67.1% | 16.4% | 16.5% | 81 |
| Defense Health Agency | 607 | 63.0% | 14.5% | 22.5% | 4 |
| NCR MEDICAL DIRECTORATE | 388 | 62.2% | 14.1% | 23.7% | 3 |
| NCR MD HQ | 13 | 49.2% | 15.1% | 35.7% | 0 |

44. Discussions with my supervisor about my performance are worthwhile.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|-------------|--------------|----------|
| OSD, Agencies and Activities | 13,042 | 64.1% | 17.8% | 18.1% | 175 |
| Defense Health Agency | 590 | 57.0% | 22.9% | 20.0% | 10 |
| NCR MEDICAL DIRECTORATE | 376 | 58.0% | 20.9% | 21.1% | 7 |
| NCR MD HQ | 12 | 57.0% | 5.1% | 37.8% | 1 |

45. My supervisor is committed to a workforce representative of all segments of society.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,173 | 69.2% | 20.5% | 10.3% | 1,107 |
| Defense Health Agency | 568 | 64.0% | 21.6% | 14.4% | 41 |
| NCR MEDICAL DIRECTORATE | 360 | 62.2% | 21.6% | 16.2% | 28 |
| NCR MD HQ | 11 | 51.4% | 24.6% | 24.0% | 2 |

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My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,180 | 62.8% | 18.1% | 19.0% | 88 |
| Defense Health Agency | 606 | 56.0% | 21.1% | 22.9% | 6 |
| NCR MEDICAL DIRECTORATE | 387 | 55.3% | 21.1% | 23.6% | 4 |
| NCR MD HQ | 13 | 43.6% | 15.8% | 40.5% | 0 |

47. Supervisors in my work unit support employee development.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,074 | 66.9% | 17.2% | 15.9% | 209 |
| Defense Health Agency | 600 | 58.0% | 17.9% | 24.1% | 11 |
| NCR MEDICAL DIRECTORATE | 386 | 56.2% | 17.7% | 26.2% | 5 |
| NCR MD HQ | 13 | 54.4% | 15.0% | 30.6% | 0 |

48. My supervisor listens to what I have to say.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,290 | 75.0% | 12.3% | 12.7% |
| Defense Health Agency | 609 | 72.0% | 14.1% | 13.9% |
| NCR MEDICAL DIRECTORATE | 390 | 72.4% | 13.3% | 14.4% |
| NCR MD HQ | 13 | 54.1% | 10.2% | 35.7% |

49. My supervisor treats me with respect.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,255 | 79.8% | 10.8% | 9.4% |
| Defense Health Agency | 608 | 76.3% | 12.5% | 11.2% |
| NCR MEDICAL DIRECTORATE | 388 | 75.1% | 13.4% | 11.5% |
| NCR MD HQ | 13 | 54.1% | 25.5% | 20.4% |

50. In the last six months, my supervisor has talked with me about my performance.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,262 | 75.6% | 10.9% | 13.4% |
| Defense Health Agency | 604 | 69.6% | 12.4% | 18.1% |
| NCR MEDICAL DIRECTORATE | 387 | 70.6% | 11.1% | 18.3% |
| NCR MD HQ | 13 | 43.6% | 10.2% | 46.2% |

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,269 | 67.6% | 15.4% | 17.0% |
| Defense Health Agency | 608 | 61.8% | 17.4% | 20.8% |
| NCR MEDICAL DIRECTORATE | 388 | 60.3% | 17.8% | 21.9% |
| NCR MD HQ | 13 | 43.6% | 20.7% | 35.7% |

52. Overall, how good a job do you feel is being done by your immediate supervisor?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,274 | 70.4% | 16.8% | 12.8% |
| Defense Health Agency | 608 | 66.2% | 17.2% | 16.5% |
| NCR MEDICAL DIRECTORATE | 388 | 63.8% | 16.8% | 19.4% |
| NCR MD HQ | 13 | 49.2% | 25.3% | 25.5% |

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|-------------|--------------|----------|
| OSD, Agencies and Activities | 13,016 | 43.9% | 24.1% | 32.0% | 199 |
| Defense Health Agency | 601 | 42.0% | 20.5% | 37.5% | 5 |
| NCR MEDICAL DIRECTORATE | 382 | 43.0% | 19.3% | 37.7% | 4 |
| NCR MD HQ | 13 | 53.8% | 5.1% | 41.1% | 0 |

54. My organization's senior leaders maintain high standards of honesty and integrity.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,441 | 55.0% | 23.1% | 21.8% | 746 |
| Defense Health Agency | 572 | 53.6% | 23.3% | 23.1% | 29 |
| NCR MEDICAL DIRECTORATE | 365 | 55.8% | 21.0% | 23.3% | 19 |
| NCR MD HQ | 12 | 54.0% | 11.9% | 34.1% | 1 |

55. Supervisors work well with employees of different backgrounds.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,473 | 64.5% | 21.7% | 13.9% | 630 |
| Defense Health Agency | 576 | 56.4% | 25.7% | 18.0% | 26 |
| NCR MEDICAL DIRECTORATE | 368 | 57.3% | 22.6% | 20.1% | 17 |
| NCR MD HQ | 12 | 31.4% | 28.9% | 39.8% | 1 |

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Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,035 | 62.9% | 19.0% | 18.1% | 134 |
| Defense Health Agency | 600 | 57.3% | 19.8% | 22.9% | 5 |
| NCR MEDICAL DIRECTORATE | 382 | 60.6% | 16.4% | 22.9% | 4 |
| NCR MD HQ | 13 | 59.5% | 10.2% | 30.3% | 0 |

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|-------------|--------------|----------|
| OSD, Agencies and Activities | 12,412 | 63.9% | 21.3% | 14.8% | 726 |
| Defense Health Agency | 567 | 57.2% | 26.8% | 15.9% | 35 |
| NCR MEDICAL DIRECTORATE | 358 | 60.5% | 22.9% | 16.6% | 24 |
| NCR MD HQ | 12 | 66.2% | 5.4% | 28.4% | 0 |

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,827 | 54.0% | 21.7% | 24.3% | 348 |
| Defense Health Agency | 587 | 49.6% | 21.4% | 29.0% | 17 |
| NCR MEDICAL DIRECTORATE | 375 | 52.6% | 20.3% | 27.2% | 11 |
| NCR MD HQ | 13 | 33.4% | 31.1% | 35.5% | 0 |

59. Managers support collaboration across work units to accomplish work objectives.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,768 | 57.6% | 21.8% | 20.6% | 406 |
| Defense Health Agency | 578 | 50.7% | 25.3% | 23.9% | 25 |
| NCR MEDICAL DIRECTORATE | 366 | 51.5% | 24.2% | 24.3% | 18 |
| NCR MD HQ | 13 | 33.4% | 30.3% | 36.3% | 0 |

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,629 | 59.3% | 22.9% | 17.8% | 569 |
| Defense Health Agency | 572 | 53.0% | 23.4% | 23.6% | 32 |
| NCR MEDICAL DIRECTORATE | 364 | 54.0% | 22.4% | 23.6% | 20 |
| NCR MD HQ | 12 | 57.0% | 16.0% | 27.0% | 1 |

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Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 13,052 | 56.6% | 23.2% | 20.2% | 140 |
| Defense Health Agency | 601 | 49.5% | 27.5% | 23.0% | 3 |
| NCR MEDICAL DIRECTORATE | 382 | 50.7% | 24.3% | 25.1% | 2 |
| NCR MD HQ | 13 | 43.6% | 10.5% | 45.9% | 0 |

62. Senior leaders demonstrate support for Work/Life programs.

| | N | Positive | Neutral | Negative | DNK |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 12,540 | 61.5% | 23.0% | 15.5% | 662 |
| Defense Health Agency | 567 | 47.0% | 30.4% | 22.6% | 33 |
| NCR MEDICAL DIRECTORATE | 361 | 46.4% | 27.4% | 26.2% | 20 |
| NCR MD HQ | 12 | 40.9% | 15.8% | 43.3% | 1 |

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,121 | 52.7% | 22.4% | 24.9% |
| Defense Health Agency | 599 | 47.0% | 22.8% | 30.3% |
| NCR MEDICAL DIRECTORATE | 381 | 45.8% | 23.3% | 30.9% |
| NCR MD HQ | 12 | 48.6% | 0.0% | 51.4% |

64. How satisfied are you with the information you receive from management on what's going on in your organization?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,100 | 50.9% | 23.1% | 26.0% |
| Defense Health Agency | 601 | 43.3% | 22.9% | 33.8% |
| NCR MEDICAL DIRECTORATE | 382 | 45.2% | 22.1% | 32.6% |
| NCR MD HQ | 12 | 37.2% | 11.4% | 51.4% |

65. How satisfied are you with the recognition you receive for doing a good job?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,068 | 48.4% | 23.9% | 27.6% |
| Defense Health Agency | 599 | 38.3% | 25.2% | 36.5% |
| NCR MEDICAL DIRECTORATE | 383 | 38.5% | 26.8% | 34.6% |
| NCR MD HQ | 12 | 26.0% | 34.5% | 39.5% |

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My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,065 | 45.5% | 28.1% | 26.5% |
| Defense Health Agency | 602 | 40.3% | 28.4% | 31.3% |
| NCR MEDICAL DIRECTORATE | 383 | 43.6% | 24.2% | 32.2% |
| NCR MD HQ | 13 | 33.4% | 20.9% | 45.7% |

67. How satisfied are you with your opportunity to get a better job in your organization?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,077 | 36.6% | 25.9% | 37.5% |
| Defense Health Agency | 598 | 23.0% | 26.7% | 50.3% |
| NCR MEDICAL DIRECTORATE | 380 | 24.6% | 25.5% | 49.9% |
| NCR MD HQ | 13 | 13.2% | 30.8% | 56.0% |

68. How satisfied are you with the training you receive for your present job?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,084 | 55.3% | 21.7% | 22.9% |
| Defense Health Agency | 600 | 42.1% | 25.5% | 32.4% |
| NCR MEDICAL DIRECTORATE | 384 | 42.3% | 26.8% | 30.9% |
| NCR MD HQ | 13 | 28.9% | 9.9% | 61.2% |

69. Considering everything, how satisfied are you with your job?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|--------------|--------------|
| OSD, Agencies and Activities | 13,089 | 66.6% | 16.8% | 16.6% |
| Defense Health Agency | 600 | 57.3% | 22.6% | 20.2% |
| NCR MEDICAL DIRECTORATE | 383 | 58.7% | 20.6% | 20.7% |
| NCR MD HQ | 13 | 33.5% | 15.7% | 50.8% |

70. Considering everything, how satisfied are you with your pay?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,094 | 63.0% | 17.1% | 19.8% |
| Defense Health Agency | 598 | 49.2% | 17.6% | 33.2% |
| NCR MEDICAL DIRECTORATE | 382 | 43.1% | 18.6% | 38.3% |
| NCR MD HQ | 13 | 53.6% | 0.0% | 46.4% |

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My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

| | N | Positive | Neutral | Negative |
|------------------------------|-----------|--------------|-------------|--------------|
| OSD, Agencies and Activities | 13,106 | 58.4% | 20.4% | 21.2% |
| Defense Health Agency | 599 | 47.4% | 22.0% | 30.6% |
| NCR MEDICAL DIRECTORATE | 383 | 48.3% | 21.0% | 30.7% |
| NCR MD HQ | 13 | 43.6% | 5.6% | 50.8% |

Work/Life

72. Have you been notified whether or not you are eligible to telework?

| | N | Notified eligible | Notified not eligible | Not notified | Not sure notified |
|------------------------------|-----------|-------------------|-----------------------|--------------|-------------------|
| OSD, Agencies and Activities | 13,082 | 65.8% | 13.0% | 16.1% | 5.1% |
| Defense Health Agency | 598 | 41.4% | 21.2% | 30.1% | 7.3% |
| NCR MEDICAL DIRECTORATE | 381 | 20.4% | 30.3% | 40.6% | 8.7% |
| NCR MD HQ | 13 | 69.5% | 20.3% | 10.2% | 0.0% |

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

| | N | Telework | | | |
|------------------------------|-----------|------------------|-------------------|---------------------------------|--------------|
| | | 3+ Days Per Week | 1-2 Days Per Week | No More Than 1-2 Days Per Month | Infrequently |
| OSD, Agencies and Activities | 13,054 | 9.1% | 23.6% | 6.1% | 18.1% |
| Defense Health Agency | 591 | 2.2% | 14.0% | 5.2% | 17.2% |
| NCR MEDICAL DIRECTORATE | 375 | 0.0% | 4.6% | 2.4% | 8.7% |
| NCR MD HQ | 13 | 0.0% | 15.8% | 0.0% | 63.7% |

(continued)

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Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

| | N | Must Be Physically Present | Do Not Telework | | |
|------------------------------|-----------|----------------------------|------------------|-------------------------|------------------------|
| | | | Technical Issues | Not Allowed To Telework | Choose Not To Telework |
| OSD, Agencies and Activities | 13,054 | 15.8% | 3.2% | 11.9% | 12.2% |
| Defense Health Agency | 591 | 26.3% | 4.7% | 22.6% | 7.9% |
| NCR MEDICAL DIRECTORATE | 375 | 41.2% | 6.9% | 28.6% | 7.7% |
| NCR MD HQ | 13 | 0.0% | 0.0% | 20.4% | 0.0% |

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

| | N | Yes | No | Not Available To Me |
|------------------------------|-----------|--------------|--------------|---------------------|
| | | | | |
| OSD, Agencies and Activities | 13,059 | 41.9% | 43.2% | 15.0% |
| Defense Health Agency | 597 | 41.1% | 42.6% | 16.3% |
| NCR MEDICAL DIRECTORATE | 380 | 34.8% | 42.6% | 22.6% |
| NCR MD HQ | 13 | 40.5% | 49.4% | 10.1% |

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

| | N | Yes | No | Not Available To Me |
|------------------------------|-----------|--------------|--------------|---------------------|
| | | | | |
| OSD, Agencies and Activities | 13,033 | 44.4% | 48.1% | 7.5% |
| Defense Health Agency | 597 | 25.0% | 65.0% | 10.0% |
| NCR MEDICAL DIRECTORATE | 381 | 20.9% | 66.5% | 12.5% |
| NCR MD HQ | 13 | 26.5% | 73.5% | 0.0% |

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

| | N | Yes | No | Not Available To Me |
|------------------------------|-----------|--------------|--------------|---------------------|
| | | | | |
| OSD, Agencies and Activities | 12,919 | 14.4% | 80.9% | 4.6% |
| Defense Health Agency | 588 | 9.9% | 84.4% | 5.7% |
| NCR MEDICAL DIRECTORATE | 378 | 12.3% | 82.5% | 5.1% |
| NCR MD HQ | 13 | 26.0% | 74.0% | 0.0% |

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Work/Life (continued)

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

| | N | Yes | No | Not Available To Me |
|------------------------------|-----------|-------------|--------------|---------------------|
| OSD, Agencies and Activities | 13,061 | 4.3% | 80.9% | 14.7% |
| Defense Health Agency | 598 | 3.9% | 80.5% | 15.7% |
| NCR MEDICAL DIRECTORATE | 380 | 5.7% | 79.5% | 14.8% |
| NCR MD HQ | 13 | 0.0% | 94.9% | 5.1% |

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

| | N | Yes | No | Not Available To Me |
|------------------------------|-----------|-------------|--------------|---------------------|
| OSD, Agencies and Activities | 13,060 | 2.8% | 82.0% | 15.2% |
| Defense Health Agency | 599 | 1.5% | 82.1% | 16.5% |
| NCR MEDICAL DIRECTORATE | 382 | 2.2% | 81.8% | 16.0% |
| NCR MD HQ | 13 | 0.0% | 94.9% | 5.1% |

79. How satisfied are you with the following Work/Life programs in your agency? Telework

| | N | Positive | Neutral | Negative | NBJ |
|------------------------------|-----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 8,715 | 78.9% | 10.4% | 10.7% | 149 |
| Defense Health Agency | 228 | 66.6% | 15.0% | 18.4% | 12 |
| NCR MEDICAL DIRECTORATE | 76 | 58.9% | 20.4% | 20.7% | 8 |
| NCR MD HQ | 10 | 49.1% | 29.2% | 21.7% | 1 |

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

| | N | Positive | Neutral | Negative | NBJ |
|------------------------------|----------|--------------|--------------|-------------|----------|
| OSD, Agencies and Activities | 5,708 | 92.6% | 5.0% | 2.4% | 84 |
| Defense Health Agency | 246 | 92.2% | 3.8% | 4.0% | 2 |
| NCR MEDICAL DIRECTORATE | 134 | 92.5% | 5.6% | 1.9% | 2 |
| NCR MD HQ | 6 | 74.8% | 25.2% | 0.0% | 0 |

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

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 | Positive | Neutral | Negative | NBJ |
|------------------------------|----------|--------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 4,871 | 89.8% | 8.4% | 1.9% | 224 |
| Defense Health Agency | 139 | 75.4% | 23.0% | 1.6% | 11 |
| NCR MEDICAL DIRECTORATE | 79 | 73.6% | 23.4% | 3.1% | 4 |
| NCR MD HQ | 4 | 40.3% | 21.2% | 38.5% | 0 |

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

| | N | Positive | Neutral | Negative | NBJ |
|------------------------------|----------|-------------|--------------|--------------|----------|
| OSD, Agencies and Activities | 1,472 | 80.8% | 16.9% | 2.3% | 308 |
| Defense Health Agency | 63 | 61.7% | 26.1% | 12.2% | 15 |
| NCR MEDICAL DIRECTORATE | 47 | 72.1% | 20.8% | 7.1% | 7 |
| NCR MD HQ | 3 | 0.0% | 21.6% | 78.4% | 0 |

**The results for this item only include employees who indicated that they participated in this program.*

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 | Positive | Neutral | Negative | NBJ |
|------------------------------|----------|-----------|-----------|-----------|----------|
| OSD, Agencies and Activities | 297 | 79.9% | 17.2% | 3.0% | 130 |
| Defense Health Agency | 24 | 50.4% | 27.2% | 22.3% | 7 |
| NCR MEDICAL DIRECTORATE | 21 | 46.1% | 29.6% | 24.3% | 6 |
| NCR MD HQ | 0 | -- | -- | -- | 0 |

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

| | N | Positive | Neutral | Negative | NBJ |
|------------------------------|----------|-----------|-----------|-----------|----------|
| OSD, Agencies and Activities | 188 | 72.1% | 26.1% | 1.8% | 121 |
| Defense Health Agency | 7 | 31.1% | 68.9% | 0.0% | 5 |
| NCR MEDICAL DIRECTORATE | 6 | 36.6% | 63.4% | 0.0% | 5 |
| NCR MD HQ | 0 | -- | -- | -- | 0 |

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

Where do you work?

| | N | % |
|--------------|----|-------|
| Headquarters | 10 | 76.9% |
| Field | 3 | 23.1% |

What is your supervisory status?

| | N | % |
|----------------|---|-------|
| Non-Supervisor | 4 | 30.8% |
| Team Leader | 3 | 23.1% |
| Supervisor | 3 | 23.1% |
| Manager | 2 | 15.4% |
| Senior Leader | 1 | 7.7% |

Are you:

| | N | % |
|--------|---|-------|
| Male | 5 | 38.5% |
| Female | 8 | 61.5% |

Are you Hispanic or Latino?

| | N | % |
|-----|----|--------|
| Yes | 0 | 0.0% |
| No | 12 | 100.0% |

Race

| | N | % |
|---|---|-------|
| American Indian or Alaska Native | 1 | 8.3% |
| Asian | 0 | 0.0% |
| Black or African American | 5 | 41.7% |
| Native Hawaiian or Other Pacific Islander | 0 | 0.0% |
| White | 6 | 50.0% |
| Two or more races | 0 | 0.0% |

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

| | N | % |
|--|---|-------|
| Less than High School | 0 | 0.0% |
| High School Diploma/GED or equivalent | 0 | 0.0% |
| Trade or Technical Certificate | 1 | 7.7% |
| Some College (no degree) | 3 | 23.1% |
| Associate's Degree (e.g., AA, AS) | 0 | 0.0% |
| Bachelor's Degree (e.g., BA, BS) | 2 | 15.4% |
| Master's Degree (e.g., MA, MS, MBA) | 7 | 53.8% |
| Doctoral/Professional Degree (e.g., Ph.D., MD, JD) | 0 | 0.0% |

What is your pay category/grade?

| | N | % |
|--|----|-------|
| Federal Wage System | 0 | 0.0% |
| GS 1-6 | 0 | 0.0% |
| GS 7-12 | 3 | 23.1% |
| GS 13-15 | 10 | 76.9% |
| Senior Executive Service | 0 | 0.0% |
| Senior Level (SL) or Scientific or Professional (ST) | 0 | 0.0% |
| Other | 0 | 0.0% |

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

| | N | % |
|--------------------|---|-------|
| Less than 1 year | 0 | 0.0% |
| 1 to 3 years | 1 | 7.7% |
| 4 to 5 years | 1 | 7.7% |
| 6 to 10 years | 5 | 38.5% |
| 11 to 14 years | 2 | 15.4% |
| 15 to 20 years | 1 | 7.7% |
| More than 20 years | 3 | 23.1% |

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

| | N | % |
|--------------------|---|-------|
| Less than 1 year | 0 | 0.0% |
| 1 to 3 years | 1 | 7.7% |
| 4 to 5 years | 3 | 23.1% |
| 6 to 10 years | 6 | 46.2% |
| 11 to 20 years | 3 | 23.1% |
| More than 20 years | 0 | 0.0% |

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

| | N | % |
|---|---|-------|
| No | 5 | 41.7% |
| Yes, to retire | 0 | 0.0% |
| Yes, to take another job within the Federal Government | 6 | 50.0% |
| Yes, to take another job outside the Federal Government | 0 | 0.0% |
| Yes, other | 1 | 8.3% |

I am planning to retire:

| | N | % |
|------------------------------|---|-------|
| Within one year | 0 | 0.0% |
| Between one and three years | 0 | 0.0% |
| Between three and five years | 3 | 27.3% |
| Five or more years | 8 | 72.7% |

What is your US military service status?

| | N | % |
|---|---|-------|
| No Prior Military Service | 5 | 41.7% |
| Currently in National Guard or Reserves | 1 | 8.3% |
| Retired | 4 | 33.3% |
| Separated or Discharged | 2 | 16.7% |

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

| | N | % |
|-----|----|-------|
| Yes | 1 | 8.3% |
| No | 11 | 91.7% |

What is your age group?

| | N | % |
|--------------|---|-------|
| 25 and under | 0 | 0.0% |
| 26-29 | 0 | 0.0% |
| 30-39 | 1 | 7.7% |
| 40-49 | 3 | 23.1% |
| 50-59 | 7 | 53.8% |
| 60 or older | 2 | 15.4% |

Note: Percentages for demographic questions are unweighted.