




OFFICE OF
INSPECTOR GENERAL
U.S. DEPARTMENT OF THE INTERIOR

SEP 19 2012

Memorandum

To: All OIG Employees

From: Mary L. Kendall 
Deputy Inspector General

Subject: OIG Employee Survey - 2012

The 2012 all OIG employee survey results are posted to SharePoint. We appreciate that so many of you took the time to complete the survey so that we can continue to improve.

OIG executives take the survey results – both the scores and the open ended comments – seriously. Whether highlighting areas of success or needed improvement, the executives use survey data to help inform decisions. We do not make decisions based solely on survey data, but rather consider it in the context of executive priorities and decisions and other data and information.

We are providing you with complete survey data, including verbatim comments with a few redactions to protect individuals, so that OIG employees can draw their own conclusions. Below are some of the Leadership Team's takeaways.

The survey results indicate continued success in some of OIG's priority areas, such as increased telework to support work-life balance and emergency preparedness. Executives made adjustments to other areas – such as eliminating the \$25 cash cards – based on prior survey data and related feedback.

We recognize that many areas need continued focus. For example, the perception of (lack of) fairness continues, particularly when it comes to personnel decisions. Efforts currently underway to develop a workforce plan can help to address some of these concerns. A workforce plan, based on current and projected trends and conditions internally and externally, will help executives and managers to be more transparent and predictable in the allocation of personnel within the organization and directing training or hiring dollars to areas of greatest need. We also strive for consistent and transparent criteria upon which to make decisions. For example, individual units are working with HR to ensure we have accurate position descriptions and job announcements with clear selection criteria. We are also working to revise the performance management system and build the skills of our employees in engaging in effective performance management. Finally, we are focusing on providing information earlier on decisions made and

with more information on rationale, when such information can be shared without violating personnel rules or other legal restrictions.

Other areas of continued focus include communication; confusion over how our strategy helps us to achieve our mission; and frustration over SharePoint deployment (particularly the contractor training).

While I will not touch on all survey areas or OIG improvement activities in this memo, the bottom line is that we do listen to your feedback and use it to adjust. Over the next several months, you will hear more about what the OIG is doing to address the above-mentioned and other areas of improvement.

Finally, we recognize that you took this survey among talks of extended pay freezes, reduced benefits, downsizing government, drastic budget cuts, and scrutiny from the House Natural Resources Committee. We do not want to dismiss any survey results, but these factors certainly weigh on our minds as we determine the best means to weather such challenges. We appreciate the dedication each of you has and are proud of our remarkable achievements of the past year, and past several years. We have no doubt that we will continue to provide value to our stakeholders, particularly in a time when the emphasis is eliminating government fraud and waste and improving performance.