

Best Places to Work in the Federal Government®



PARTNERSHIP
FOR PUBLIC SERVICE

Deloitte.

Partnership for Public Service

We are a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to serve and transforming the way government works.

Our strategy for change:

- Inspire and hire mission-critical talent
- Develop leaders
- Engage employees
- Modernize management systems
- Build networks of support



Why we produce the rankings

- Identifies federal agencies' successes and signs of trouble
- Offer insights for improvement
- Hold agencies accountable for the health of their organizations
- Help attract the best and the brightest



About Best Places to Work

- 371 agencies and subcomponents, representing 97 percent of the 2.1 million federal workforce
- More than 376,000 respondents
- Based on results of OPM's annual Federal Employee Viewpoint Survey and additional survey data from agencies including FDIC, Smithsonian, Peace Corps, plus the Intelligence Community
- Eighth year of rankings
- Produced by the Partnership for Public Service and Deloitte



Best Places to Work Index score

Measures employees' overall satisfaction with and commitment to their organization and job. Based on a scale of 0-100.

- “I recommend my organization as a good place to work”
- “Considering everything, how satisfied are you with your job?”
- “Considering everything, how satisfied are you with your organization?”



Why does employee engagement matter?

Low Engagement	High Engagement
Lower productivity	Higher productivity
More absenteeism	Less absenteeism
Negatively influence coworkers	Drive innovation
Increase in injuries	Decrease in injuries
Low customer service ratings	High customer service ratings

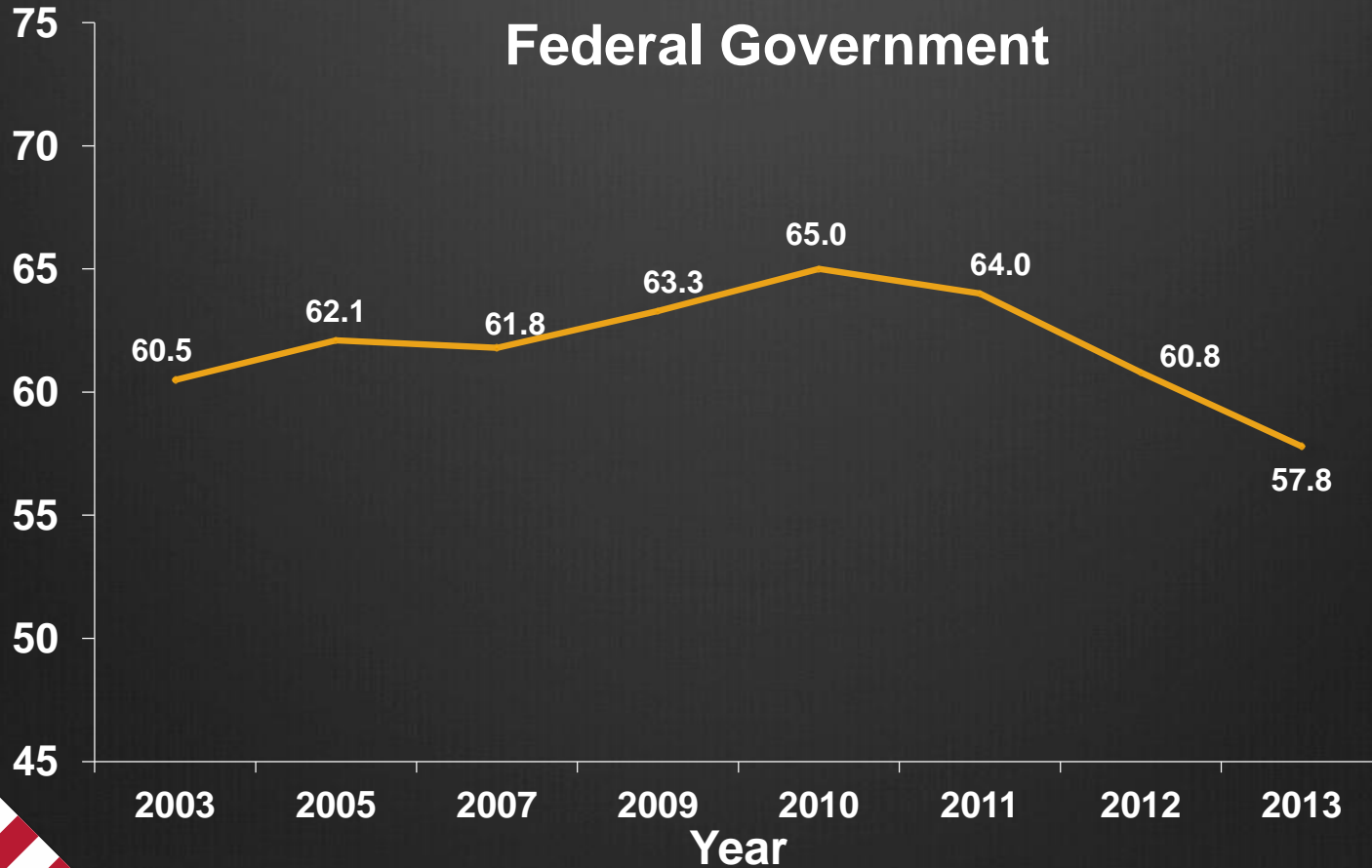


*Adapted from *Federal Employee Engagement: The Motivating Potential of Job Characteristics and Rewards*, MSPB Report 2012 and *State of the American Workplace Employee Engagement Insights for U.S. Business Leaders*, Gallup 2013

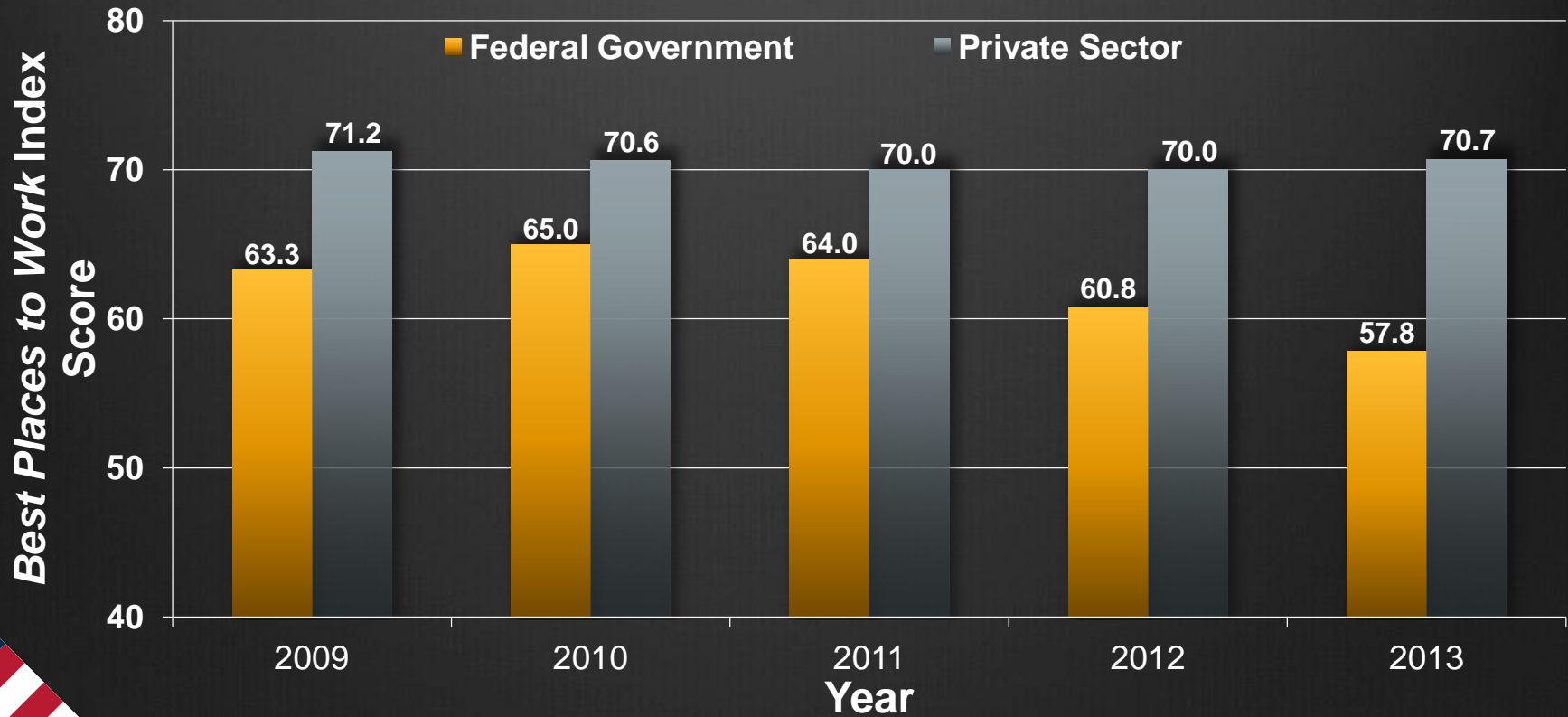
Best Places to Work Index Score

Federal Government

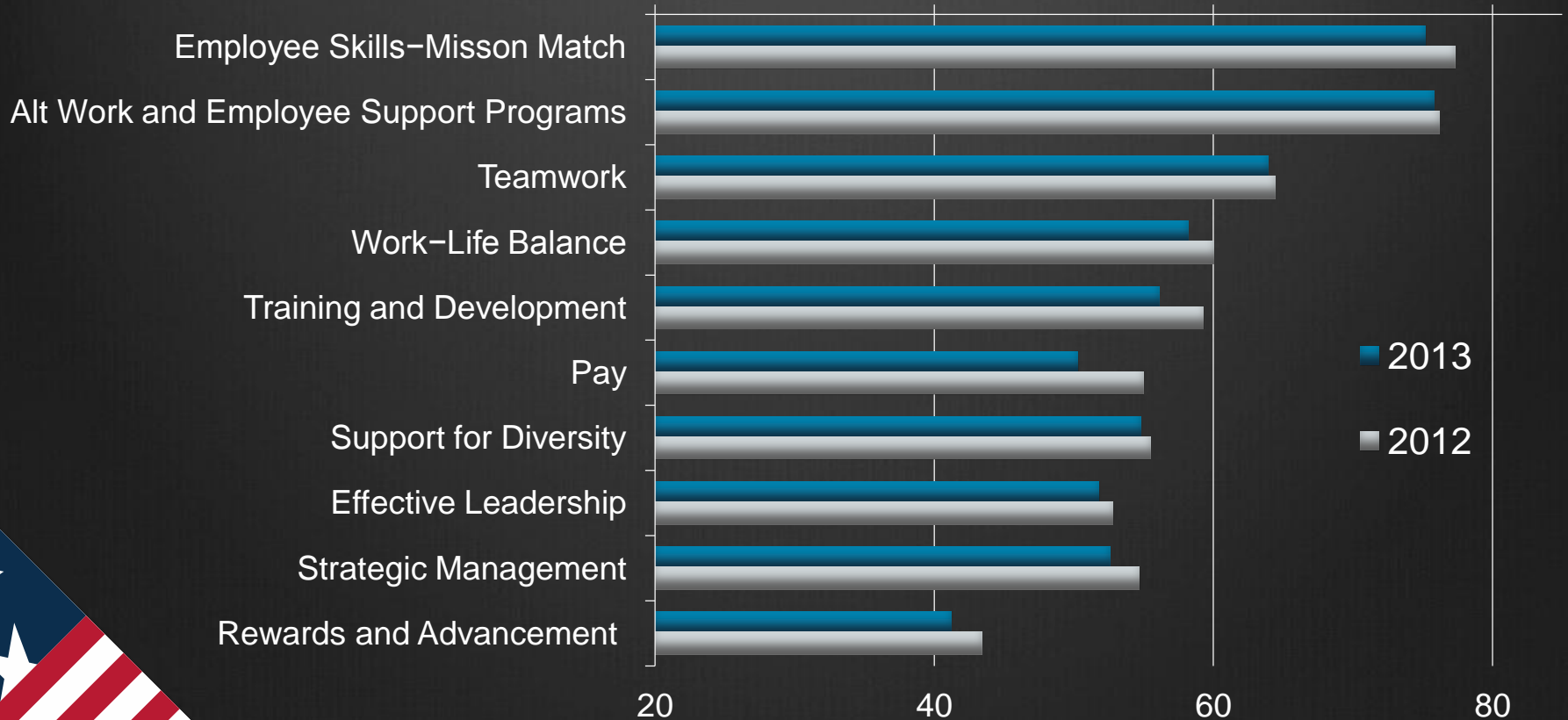
Best Places to Work Index
Score



Private sector comparison

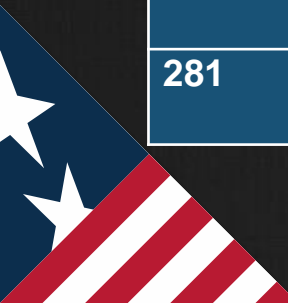


Workplace Categories

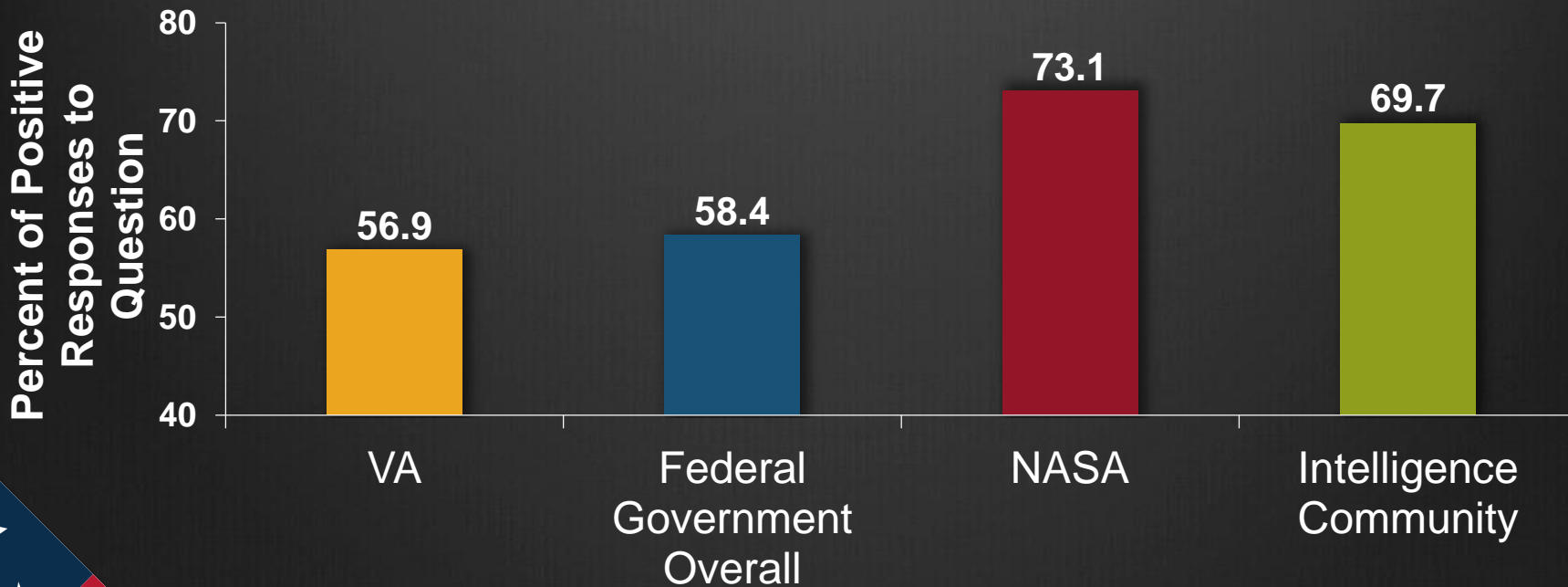


2013 Best Places to Work Rankings for Selected Auditing Subcomponents

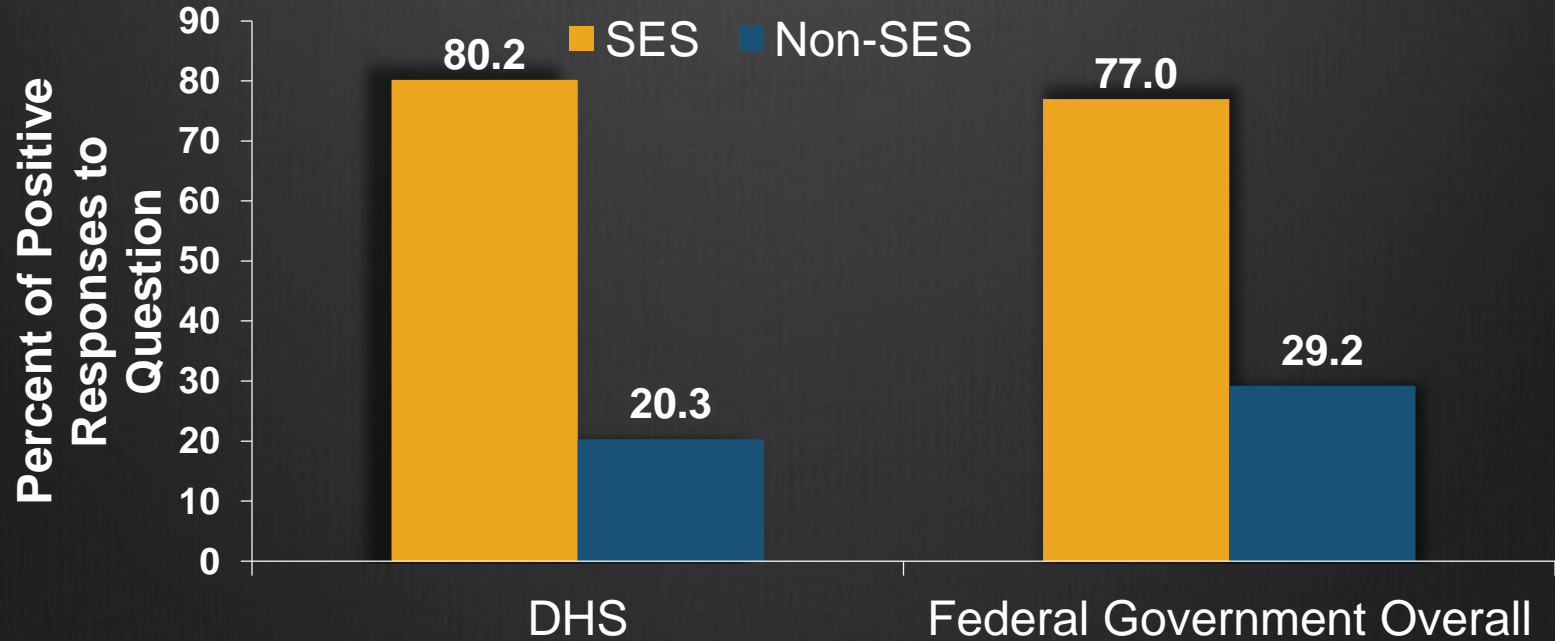
Rank (out of 300)	Agency	Index Score	Point Change (2012 to 2013)
3	Army Audit Agency (Army)	82.9	-2.8
6	Office of the Inspector General (GSA)	79.1	8.6
16	Office of the Inspector General (Treasury)	75.3	6.5
88	Defense Contract Audit Agency (DOD)	64.4	2.7
200	Air Force Audit Agency (Air Force)	55.1	-8.3
281	Office of the Inspector General (Commerce)	43.4	6.2



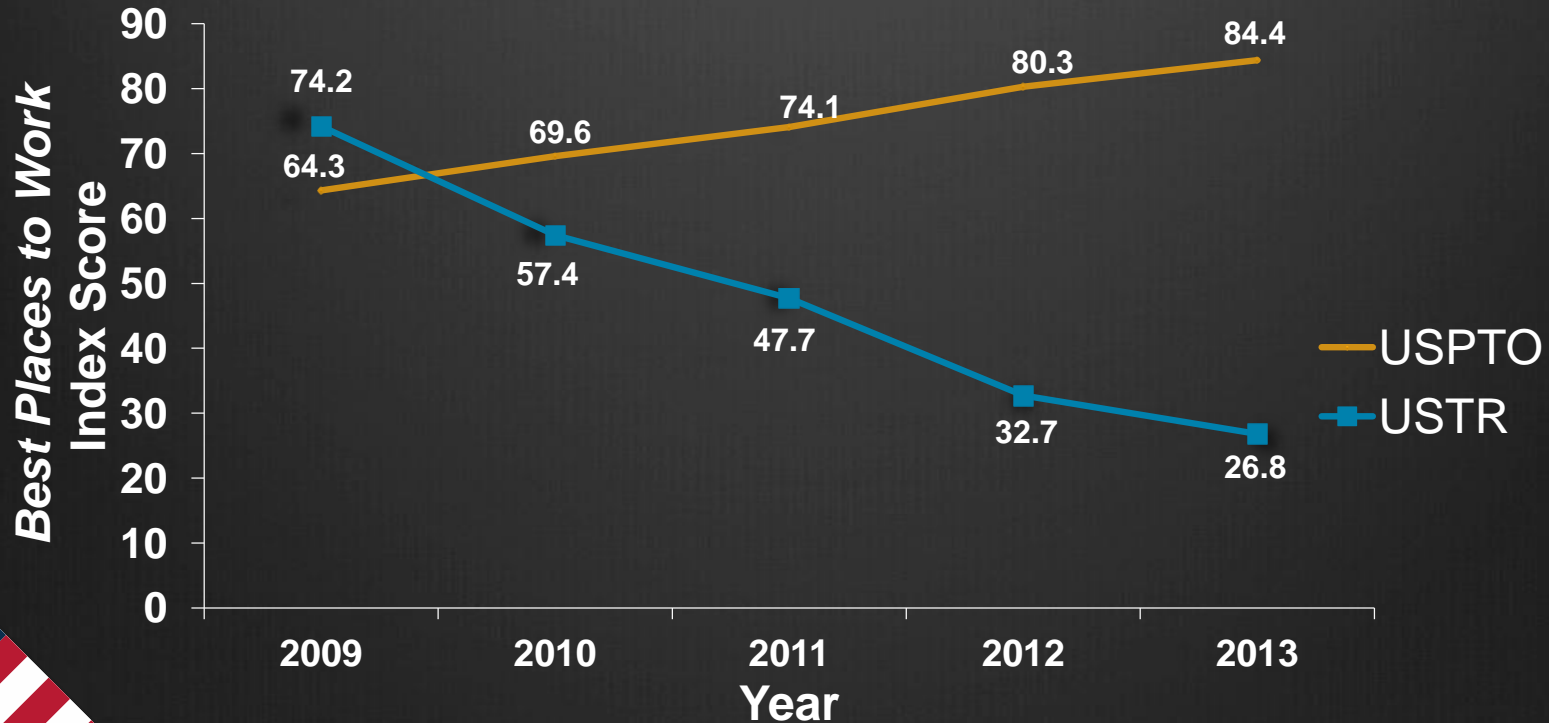
“I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.”



“Promotions in my work unit are based on merit.” – SES vs Non-SES scores



A tale of two agencies: USPTO and USTR



How can organizations improve?

1. Own the change
2. Partner with unions
3. Go for quick wins
4. Develop shared values
5. Build connections through communication
6. Invest in employees



Questions



***The Best Places to Work in the
Federal Government[®] rankings
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