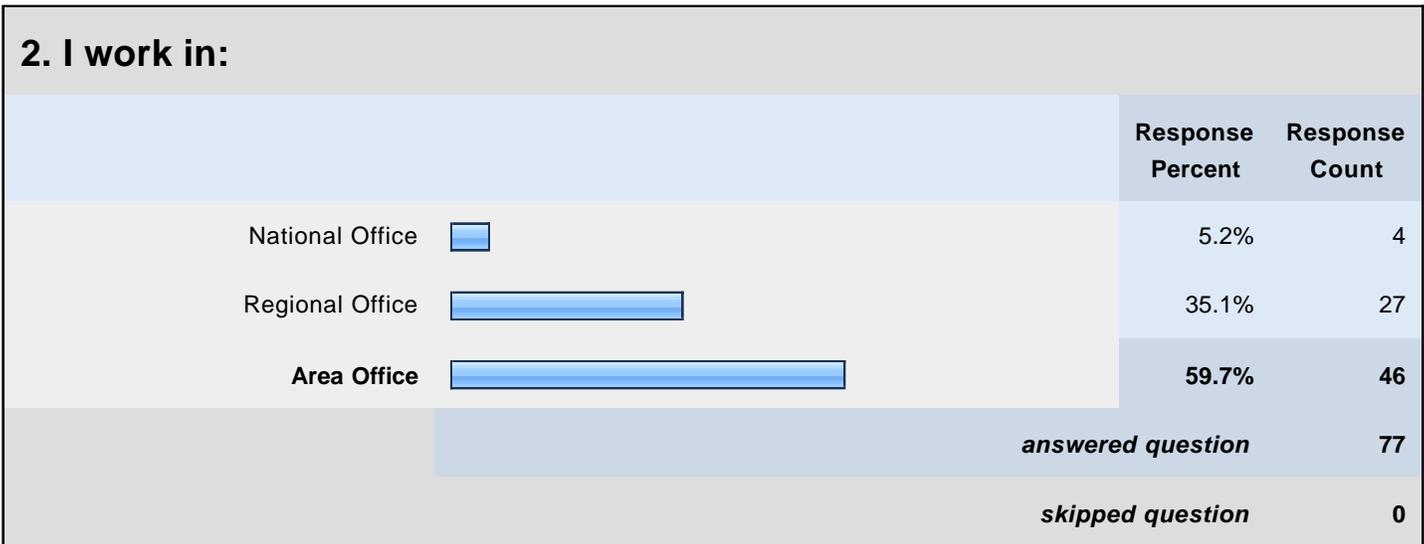
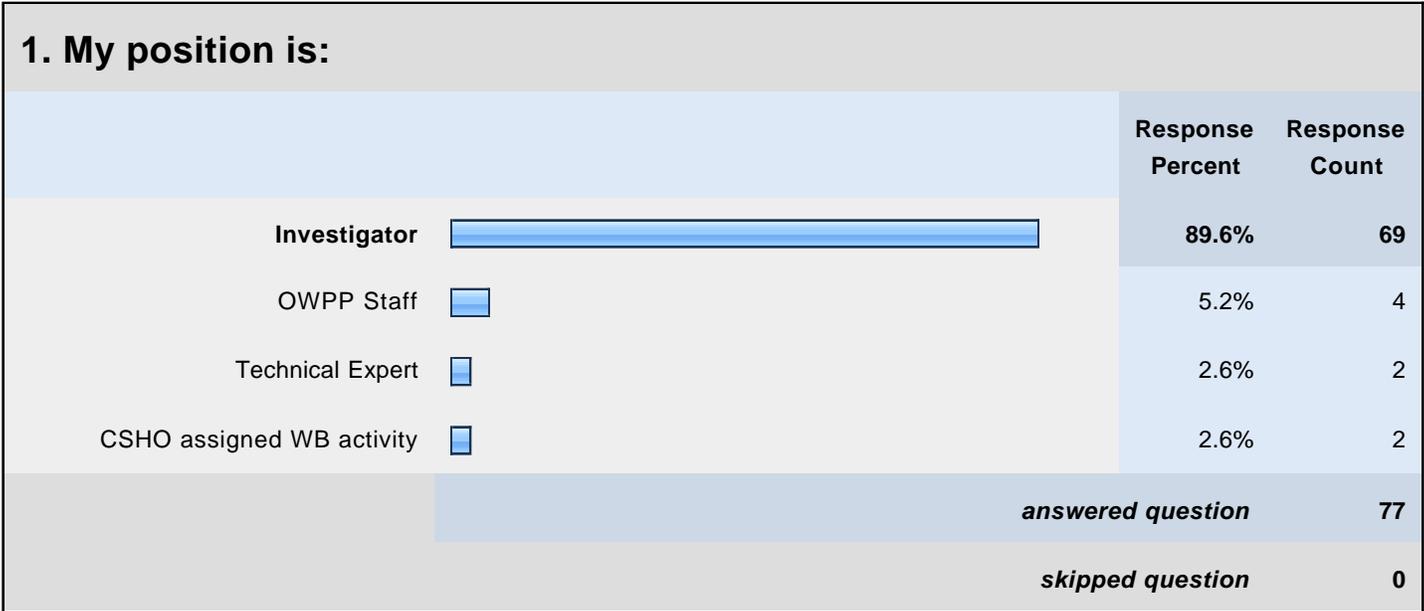


# WPP Review - Non-Manager Survey



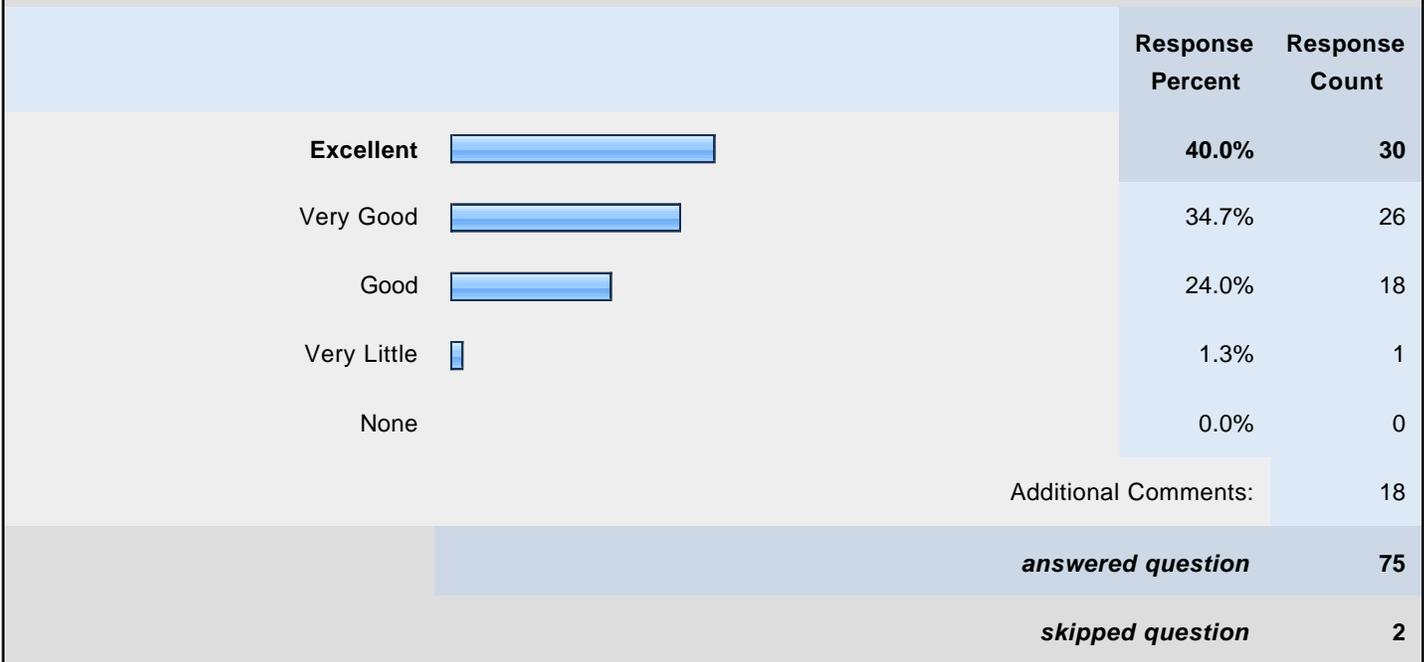
### 3. Percentage of my time focused on the WPP is:

	Response Percent	Response Count
0 to 20%	0.0%	0
21% to 40%	1.3%	1
41% to 60%	1.3%	1
61% to 80%	8.0%	6
81% to 100%	89.3%	67
<i>answered question</i>		<b>75</b>
<i>skipped question</i>		<b>2</b>

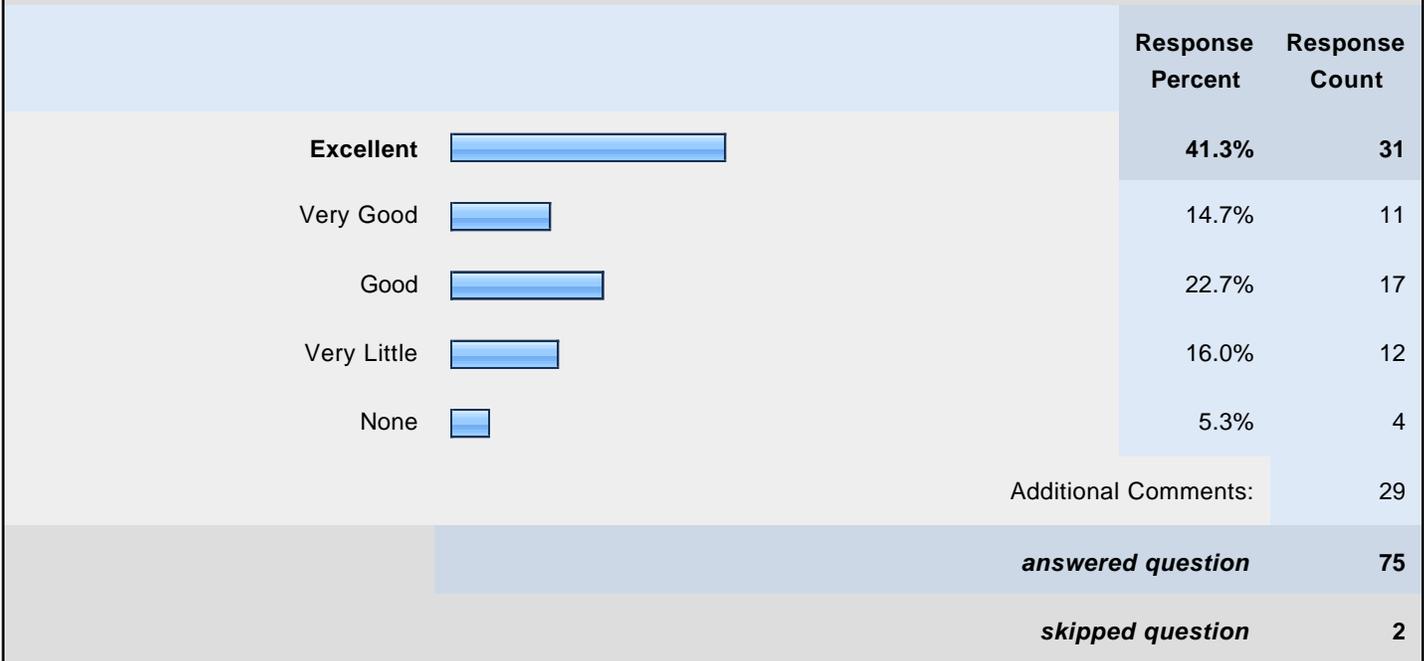
### 4. How many years have you worked on WPP issues?

	Response Percent	Response Count
0 to 3 years	45.3%	34
4 to 5 years	8.0%	6
6 to 10 years	13.3%	10
11 to 15 years	21.3%	16
16 years or more	12.0%	9
<i>answered question</i>		<b>75</b>
<i>skipped question</i>		<b>2</b>

### 5. What is your level of knowledge of the WPP?



### 6. How would you rate the level of knowledge of your Supervisor regarding the WPP policies and procedures?



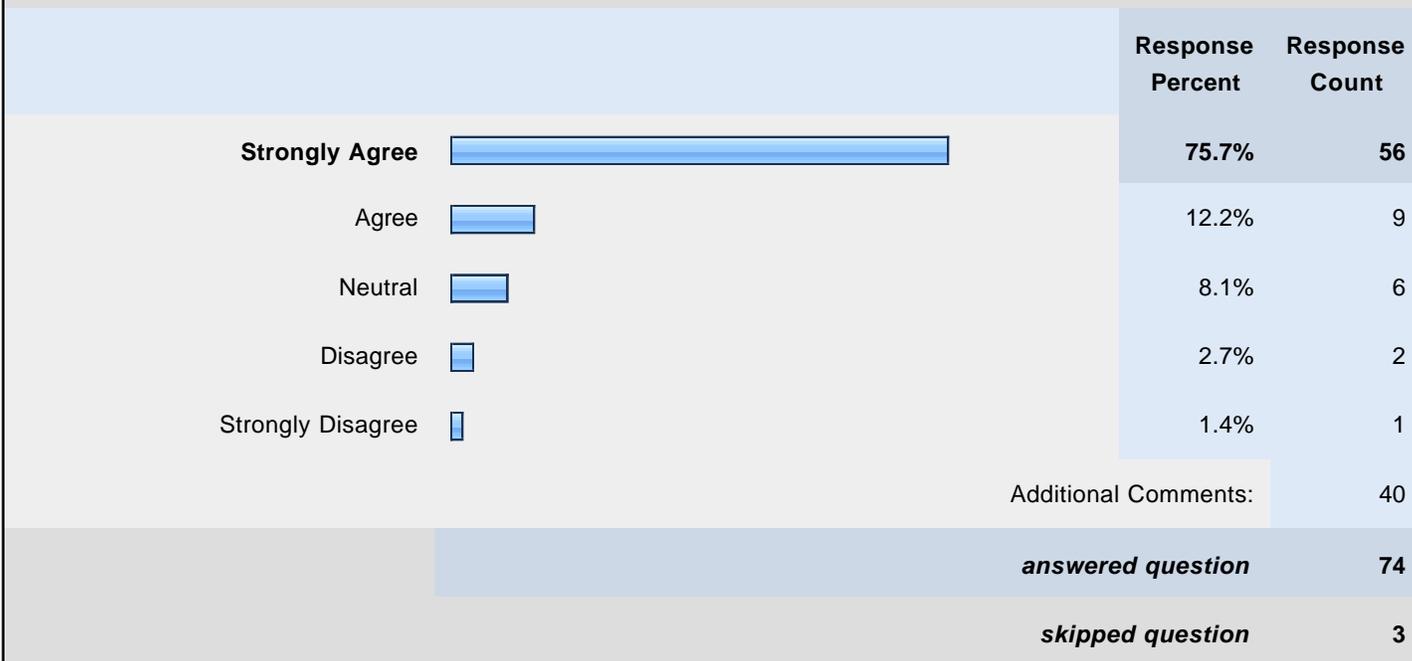
**7. Please rate your level of agreement with the following statement:**

**Do you believe the WPP would be more effective if there was separate funding for operating and personnel costs at the national/regional/area office levels?**

	Response Percent	Response Count
Strongly Agree 	78.4%	58
Agree 	9.5%	7
Neutral 	8.1%	6
Disagree 	2.7%	2
Strongly Disagree 	1.4%	1
Additional Comments:		42
<b><i>answered question</i></b>		<b>74</b>
<b><i>skipped question</i></b>		<b>3</b>

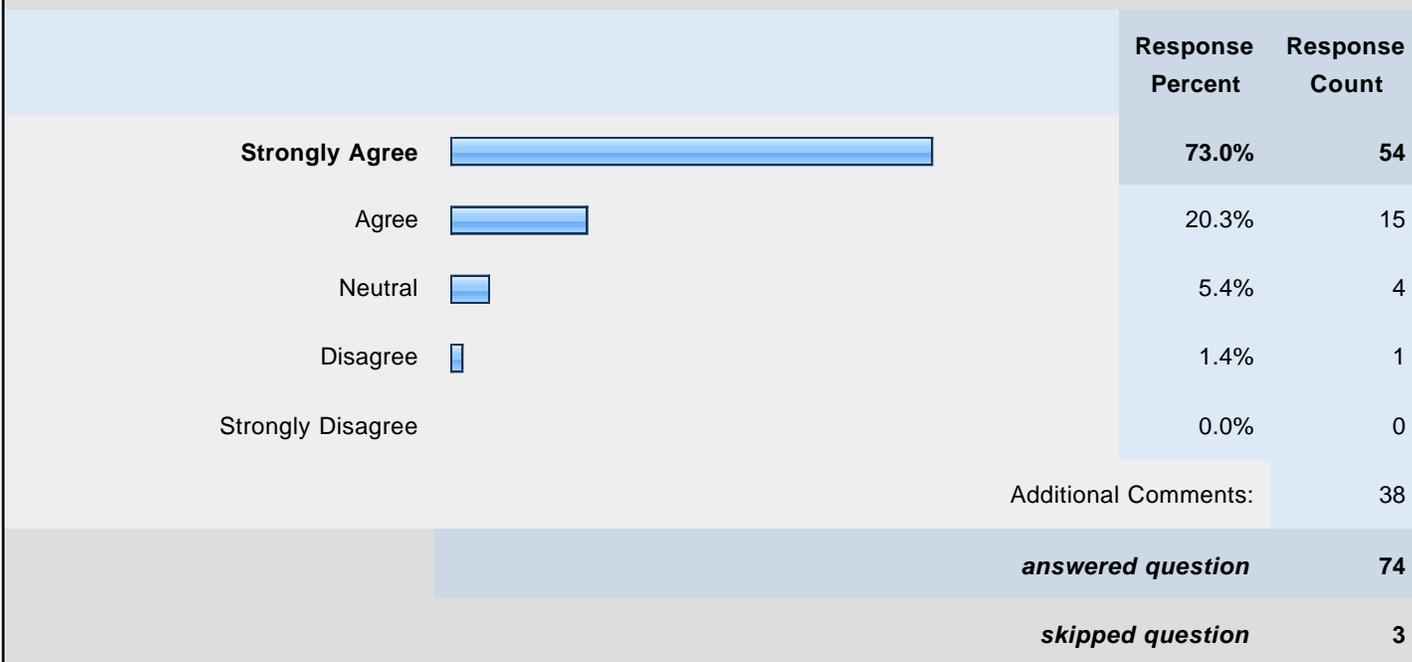
**8. Please rate your level of agreement with the following statement:**

**Do you believe the WPP would be more effective with an increase in overall funding?**



**9. Please rate your level of agreement with the following statement:**

**Do you believe the WPP would be more effective if the agency hired more WB Investigators?**



**10. Please list all of the equipment you have received to conduct investigations.**

	Response Count
	73
<i>answered question</i>	73
<i>skipped question</i>	4

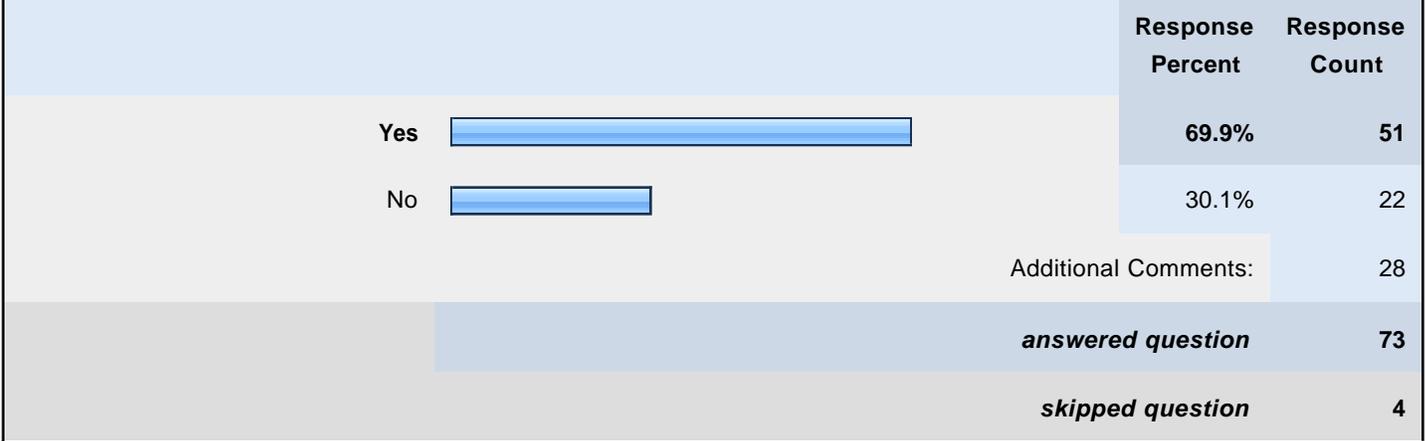
**11. In your opinion what equipment and/or resources do WB Investigators need to effectively perform their jobs?**

	Response Count
	73
<i>answered question</i>	73
<i>skipped question</i>	4

**12. Did you attend OTI course 1420, Basic Whistleblower course?**

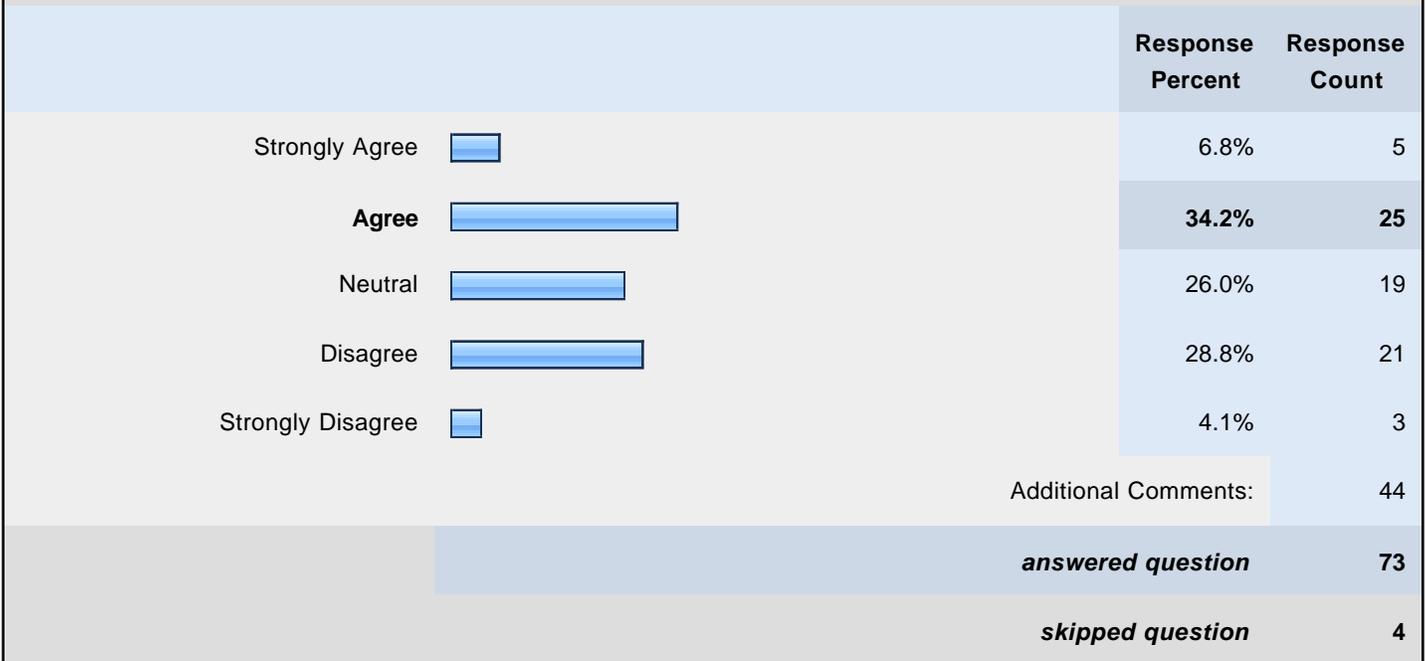
	Response Percent	Response Count
Yes 	87.7%	64
No 	12.3%	9
Additional Comments:		26
<i>answered question</i>		73
<i>skipped question</i>		4

### 13. Did you attend OTI course 1460, Federal Statutes course?



### 14. Please rate your level of agreement with the following statement:

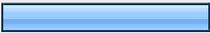
**Do you believe that the current OTI training provided to the WB Investigators adequately prepares you to investigate WB complaints?**



**15. What other types of training should WB Investigators be required to attend?**

	Response Count
	73
<i>answered question</i>	73
<i>skipped question</i>	4

**16. Please rate your level of knowledge with OSHA’s Instruction DIS 0-0.0, “Whistleblower Investigations Manual?”**

	Response Percent	Response Count
Excellent 	27.1%	19
Very Good 	31.4%	22
Good 	31.4%	22
Very Little 	8.6%	6
None 	1.4%	1
Additional Comments:		21
<i>answered question</i>		70
<i>skipped question</i>		7

**17. Does your Region fully implement all of the procedures outlined in DIS 0-0.9?**

	Response Percent	Response Count
Yes 	55.7%	39
No 	44.3%	31
Additional Comments:		26
<i>answered question</i>		<b>70</b>
<i>skipped question</i>		<b>7</b>

**18. Does your Region utilize any Regional directives or local policies to administer your WPP?**

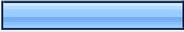
	Response Percent	Response Count
Yes 	55.7%	39
No 	44.3%	31
Additional Comments:		22
<i>answered question</i>		<b>70</b>
<i>skipped question</i>		<b>7</b>

**19. Please describe what local WPP directives or policies you have in place (i.e., screenings, investigations, settlements).**

	Response Count
	70
<i>answered question</i>	<b>70</b>
<i>skipped question</i>	<b>7</b>

**20. Please rate your level of agreement with the following statement:**

**My organizational structure is designed to effectively manage our Regional WPP.**

	Response Percent	Response Count
Strongly Agree 	11.4%	8
<b>Agree</b> 	<b>31.4%</b>	<b>22</b>
Neutral 	17.1%	12
Disagree 	27.1%	19
Strongly Disagree 	12.9%	9
Additional Comments:		30
<b>answered question</b>		<b>70</b>
<b>skipped question</b>		<b>7</b>

**21. What organizational structure does your region use to administer the WPP?**

	Response Percent	Response Count
RA, ARA, Investigators 	1.4%	1
<b>RA, ARA, RSI, Investigators</b> 	<b>50.7%</b>	<b>35</b>
RA, AD, Investigators 	11.6%	8
RA, ARA, Program Manager, Investigator 	8.7%	6
Other (Please provide additional comments.) 	27.5%	19
Additional Comments:		23
<b>answered question</b>		<b>69</b>
<b>skipped question</b>		<b>8</b>

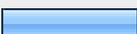
**22. Please choose the most appropriate answer to the following question:  
With respect to the WPP, what organizational structure is most effective to administer the program?**

	Response Percent	Response Count
RA, ARA, Investigators	2.9%	2
RA, ARA, RSI, Investigators	43.5%	30
RA, AD, Investigators	1.4%	1
RA, ARA, Program Manager, Investigator	7.2%	5
Other (Please provide additional comments.)	44.9%	31
Additional Comments:		39
<b>answered question</b>		<b>69</b>
<b>skipped question</b>		<b>8</b>

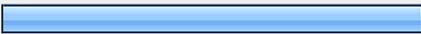
**23. Do you believe that in order to have an effective WPP, Investigators should be assigned to an Area Office?**

	Response Percent	Response Count
Yes	29.0%	20
No	71.0%	49
Additional Comments:		35
<b>answered question</b>		<b>69</b>
<b>skipped question</b>		<b>8</b>

## 24. Are CSHOs utilized to conduct WB investigations?

	Response Percent	Response Count
Yes 	20.3%	14
No 	79.7%	55
Additional Comments:		21
<i>answered question</i>		69
<i>skipped question</i>		8

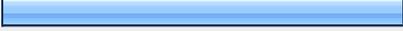
## 25. Should there be a separate Assistant Regional Administrator for WPP in each region?

	Response Percent	Response Count
Yes 	63.8%	44
No 	36.2%	25
Additional Comments:		35
<i>answered question</i>		69
<i>skipped question</i>		8

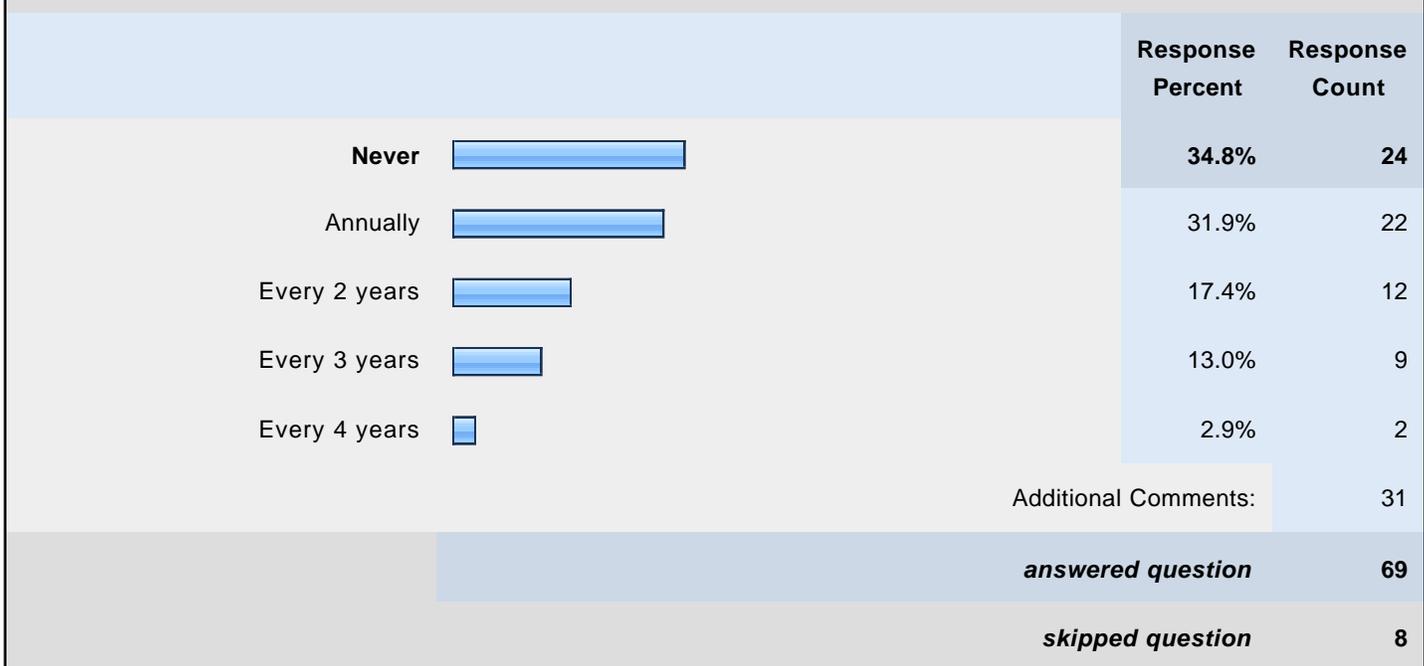
## 26. Organizationally, where would the Office of the Whistleblower Protection Program (OWPP) be most effective?

	Response Percent	Response Count
Remain with OSHA under Enforcement Programs 	8.7%	6
Remain with OSHA, but under a newly created WPP Directorate 	44.9%	31
<b>Other (Please provide additional comments.)</b> 	<b>46.4%</b>	<b>32</b>
Additional Comments:		41
<b><i>answered question</i></b>		<b>69</b>
<b><i>skipped question</i></b>		<b>8</b>

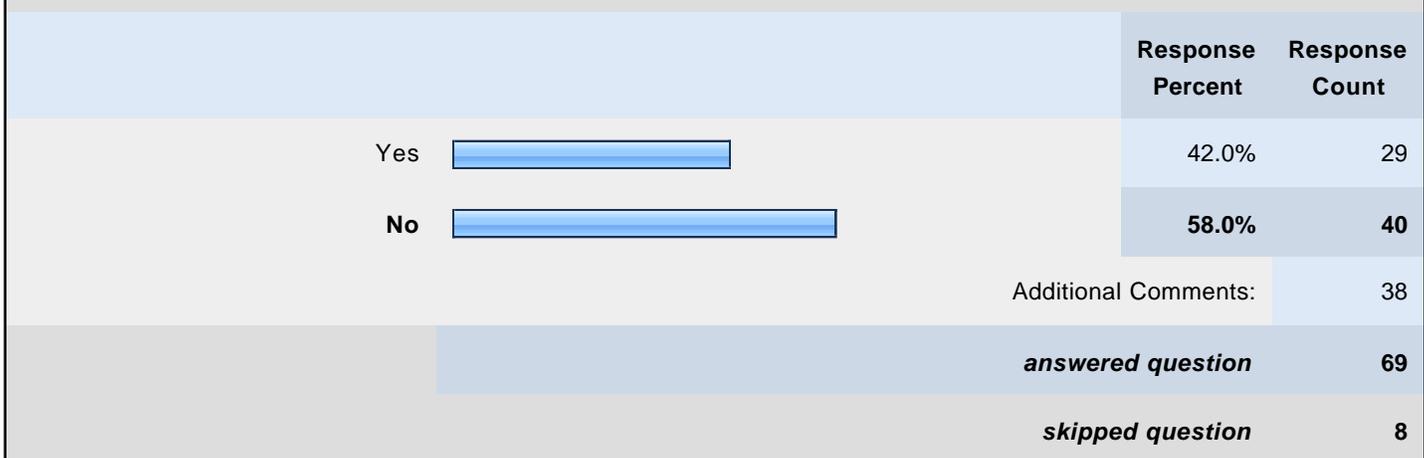
## 27. Who should be responsible for the WPP audit program?

	Response Percent	Response Count
<b>National Office</b> 	<b>60.9%</b>	<b>42</b>
Regional Office 	27.5%	19
Area Office	0.0%	0
Other (Please provide additional comments.) 	11.6%	8
Additional Comments:		28
<b><i>answered question</i></b>		<b>69</b>
<b><i>skipped question</i></b>		<b>8</b>

## 28. How often does your Region perform an internal WPP audit?



## 29. Do you believe that in order to have a thorough and effective WB investigation that all WB complainants must be interviewed in person?



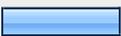
**30. Do you agree that in order to have a thorough and effective WB investigation that all investigations must be conducted on-site?**

	Response Percent	Response Count
Strongly Agree 	18.8%	13
Agree 	14.5%	10
<b>Neutral</b> 	<b>26.1%</b>	<b>18</b>
Disagree 	21.7%	15
Strongly Disagree 	18.8%	13
Additional Comments:		37
	<b><i>answered question</i></b>	<b>69</b>
	<b><i>skipped question</i></b>	<b>8</b>

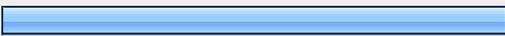
**31. Should on-site interviews of complainants, respondents or witnesses be discretionary?**

	Response Percent	Response Count
<b>Strongly Agree</b> 	<b>52.2%</b>	<b>36</b>
Agree 	29.0%	20
Neutral 	10.1%	7
Disagree 	7.2%	5
Strongly Disagree 	1.4%	1
Additional Comments:		27
	<b><i>answered question</i></b>	<b>69</b>
	<b><i>skipped question</i></b>	<b>8</b>

### 32. Percentage of my cases where I conducted on site investigations is:

	Response Percent	Response Count
0 to 20% 	14.5%	10
21% to 40% 	14.5%	10
41% to 60% 	17.4%	12
61% to 80% 	18.8%	13
<b>81% to 100%</b> 	<b>34.8%</b>	<b>24</b>
Additional Comments:		17
<b><i>answered question</i></b>		<b>69</b>
<b><i>skipped question</i></b>		<b>8</b>

### 33. Percentage of investigations where formal documented statements are taken from the complainant is:

	Response Percent	Response Count
0 to 20% 	8.7%	6
21% to 40% 	2.9%	2
41% to 60% 	7.2%	5
61% to 80% 	4.3%	3
<b>81% to 100%</b> 	<b>76.8%</b>	<b>53</b>
Additional Comments:		16
<b><i>answered question</i></b>		<b>69</b>
<b><i>skipped question</i></b>		<b>8</b>

### 34. Percentage of investigations where formal documented statements are taken from the respondent witnesses:

	Response Percent	Response Count
0 to 20% 	10.1%	7
21% to 40% 	5.8%	4
41% to 60% 	14.5%	10
61% to 80% 	18.8%	13
<b>81% to 100%</b> 	<b>50.7%</b>	<b>35</b>
Additional Comments:		13
<b><i>answered question</i></b>		<b>69</b>
<b><i>skipped question</i></b>		<b>8</b>

### 35. Percentage of investigations where formal documented statements are taken from non-management witnesses:

	Response Percent	Response Count
0 to 20% 	11.6%	8
21% to 40% 	8.7%	6
41% to 60% 	14.5%	10
61% to 80% 	24.6%	17
<b>81% to 100%</b> 	<b>40.6%</b>	<b>28</b>
Additional Comments:		14
<b><i>answered question</i></b>		<b>69</b>
<b><i>skipped question</i></b>		<b>8</b>

**36. Describe the screening process used in your region.**

	Response Count
	69
<i>answered question</i>	69
<i>skipped question</i>	8

**37. What do you believe would be an effective WB complaint screening process?**

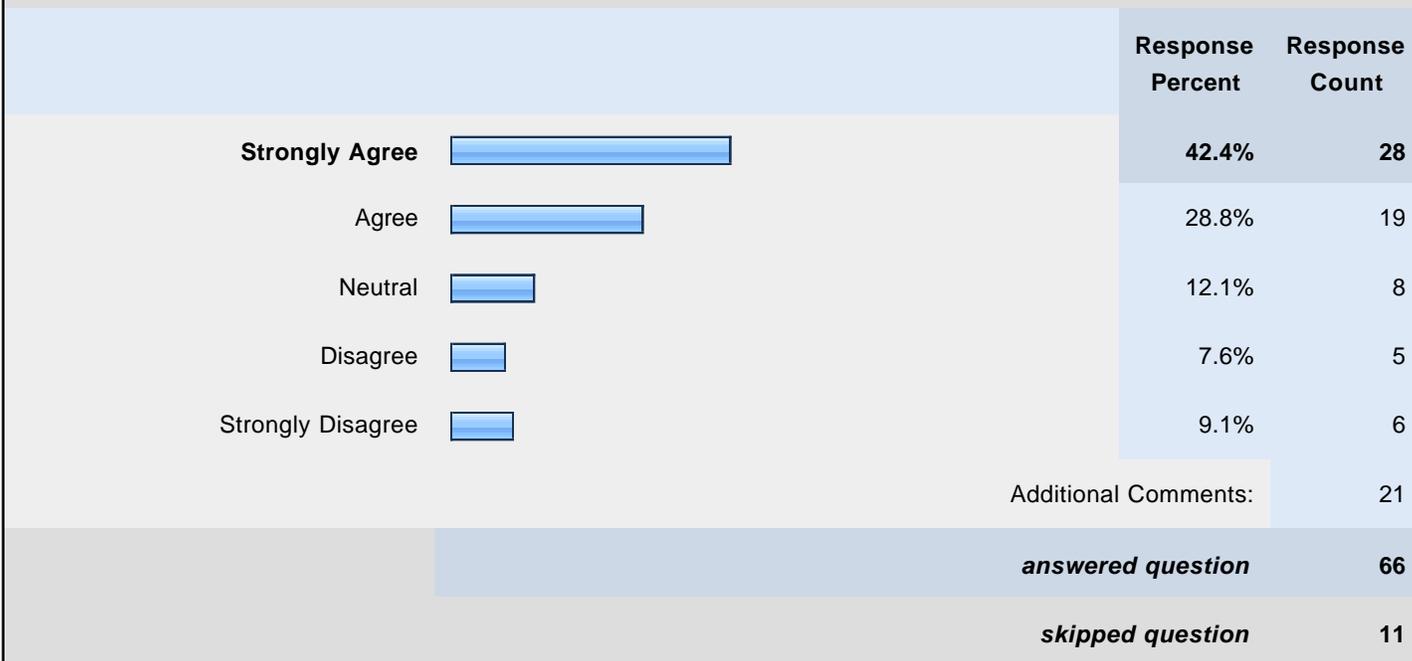
	Response Count
	69
<i>answered question</i>	69
<i>skipped question</i>	8

**38. What best practices have you instituted in your investigation process?**

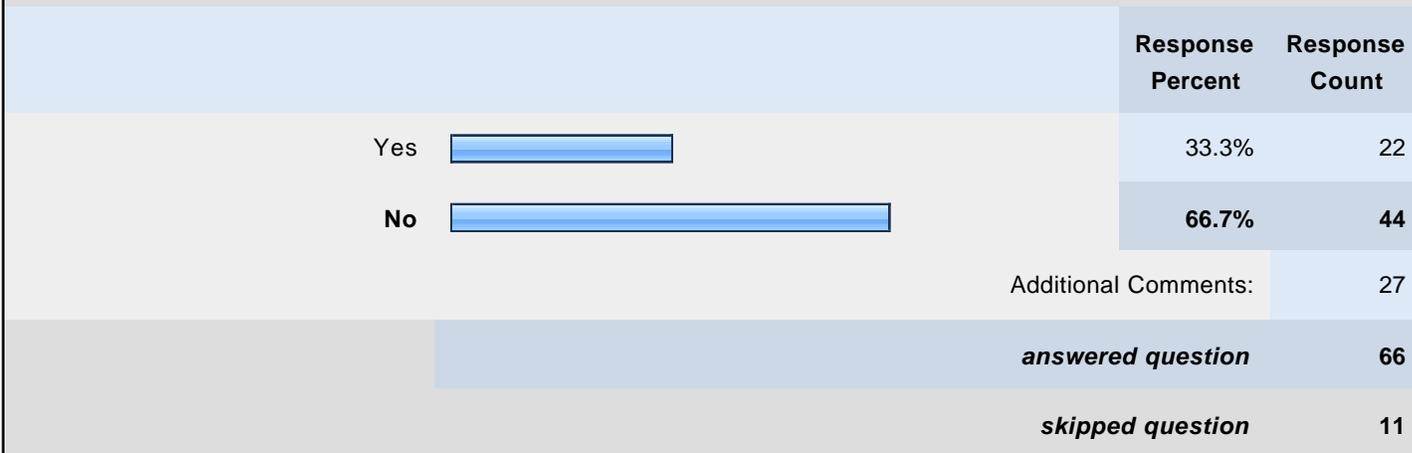
	Response Count
	69
<i>answered question</i>	69
<i>skipped question</i>	8

**39. Please rate your level of agreement with the following statement:**

**WB investigative files are adequately reviewed by a supervisor prior to merit or non-merit decisions.**



**40. Have you attended any formal training on early resolution/mediation?**



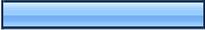
**41. Please rate your level of agreement with the following statement:**

**A mediation/alternate dispute resolution program can be an effective tool to resolve WB complaints.**

	Response Percent	Response Count
Strongly Agree 	65.2%	43
Agree 	27.3%	18
Neutral 	7.6%	5
Disagree	0.0%	0
Strongly Disagree	0.0%	0
Additional Comments:		20
<b><i>answered question</i></b>		<b>66</b>
<b><i>skipped question</i></b>		<b>11</b>

**42. Please rate your level of agreement with the following statement:**

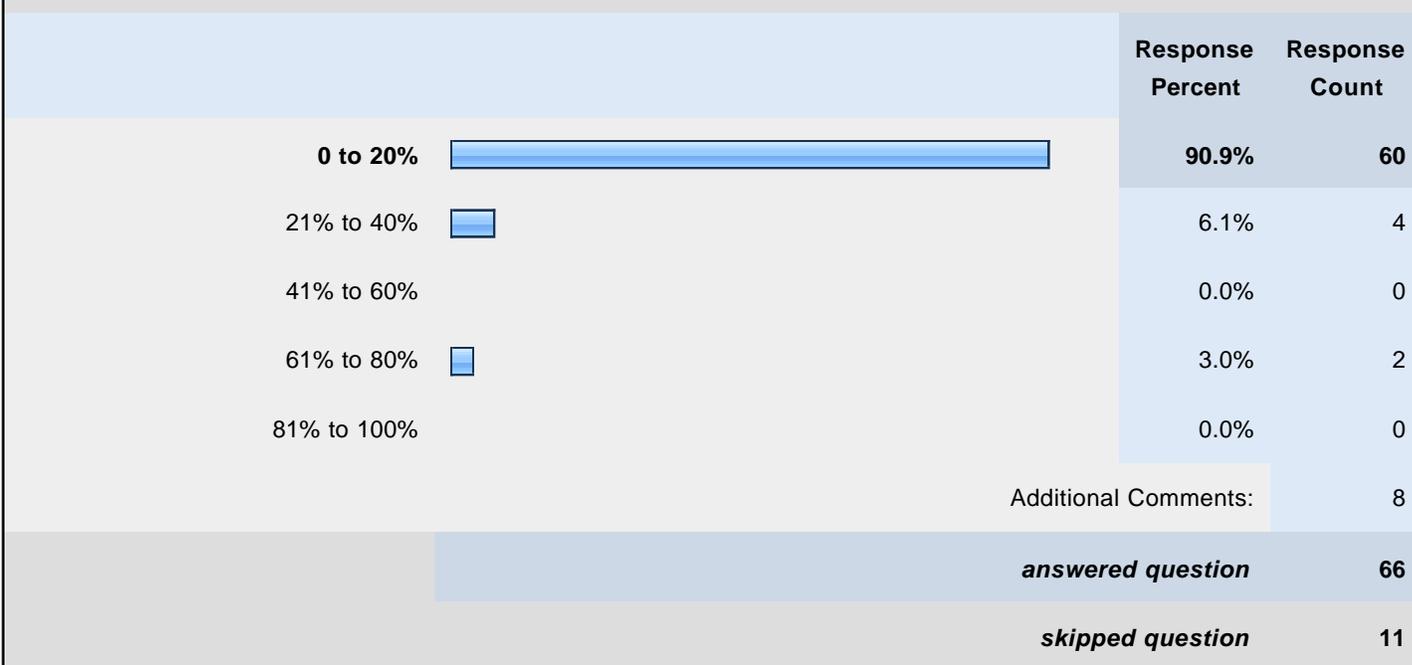
**The National Office 11C, AHERA, ISCA appeal process is effective.**

	Response Percent	Response Count
Strongly Agree 	6.1%	4
Agree 	7.6%	5
<b>Neutral</b> 	<b>30.3%</b>	<b>20</b>
Disagree 	25.8%	17
<b>Strongly Disagree</b> 	<b>30.3%</b>	<b>20</b>
Additional Comments:		28
<b><i>answered question</i></b>		<b>66</b>
<b><i>skipped question</i></b>		<b>11</b>

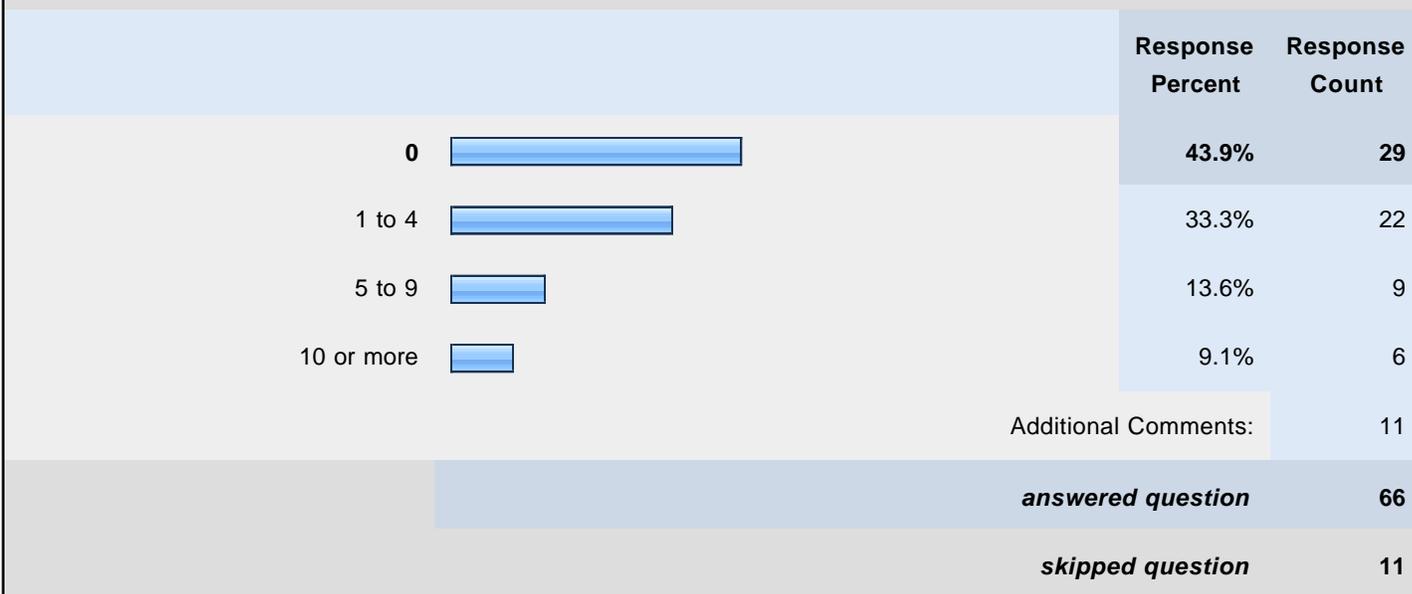
### 43. What changes if any would you recommend to the National Office 11C, AHERA, ISCA appeal process?

	Response Count
	66
<i>answered question</i>	<b>66</b>
<i>skipped question</i>	11

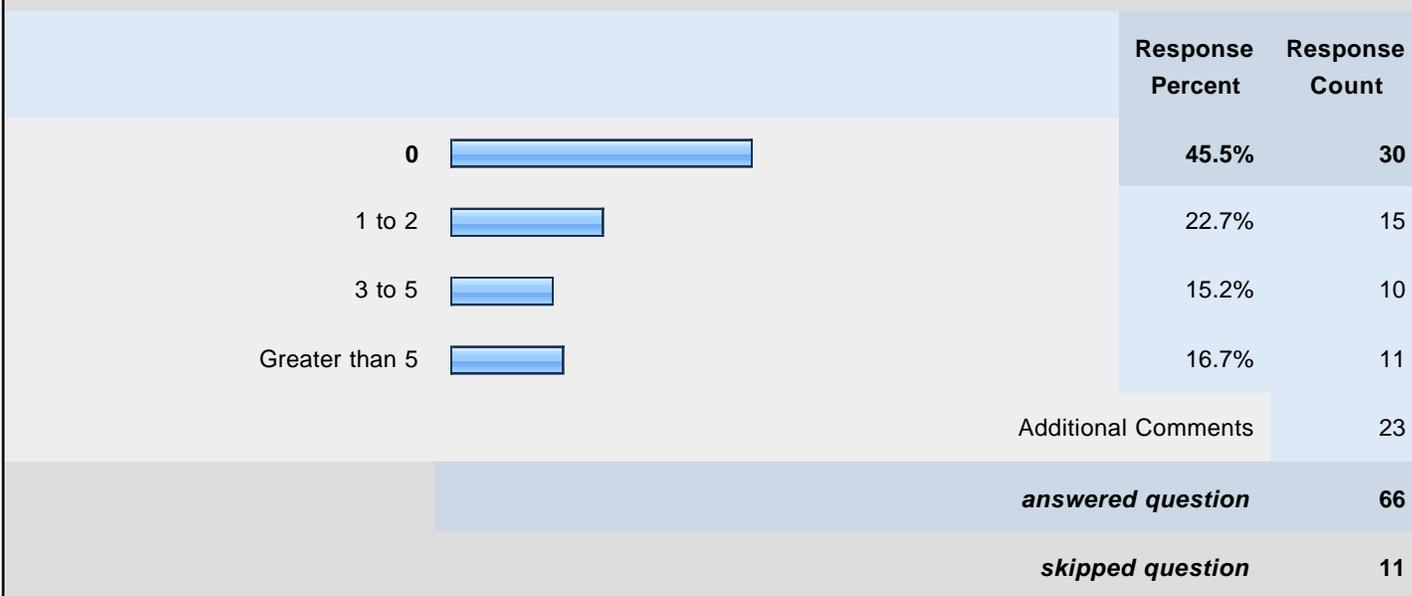
### 44. What percent of your time focuses on state plan WB monitoring activities?



**45. Per fiscal year what is the average number of WB investigations you conduct that stem from a dually filed complaint?**



**46. Per fiscal year what is the average number of WB CASPAs your Region receives?**



**47. What do you see as your biggest challenge in administering the WPP?**

	Response Count
	66
<i>answered question</i>	66
<i>skipped question</i>	11

**48. If applicable, what do you see as your biggest challenge with respect to State plan WPP?**

	Response Count
	66
<i>answered question</i>	66
<i>skipped question</i>	11

**49. Do you have any suggestions for improving the WPP?**

	Response Count
	66
<i>answered question</i>	66
<i>skipped question</i>	11