



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

May 24, 2022

Memorandum for Heads of Executive Departments and Agencies

From: Kiran A. Ahuja, Director

Subject: 2022 Office of Personnel Management Federal Employee Viewpoint Survey

Dear Colleagues:

I'm excited to share the 2022 OPM Federal Employee Viewpoint Survey (OPM FEVS) is on schedule to be administered in late spring and early summer. Following past practices, surveys will be rolled out in two waves: the first wave agencies receiving surveys the week of May 30; and the second wave agencies receiving surveys the week of June 6. Agency points of contact have been provided specific rollout schedules for each agency.

Responding to the pandemic, the 2020 and 2021 surveys were delayed from the customary spring administration until later in the calendar year. In response to agency interest, the 2022 survey returns to a spring administration with the consequence that the 2021 and 2022 surveys are closer in time than the customary yearly interval. While compressed, this schedule supports agency satisfaction of statutory requirements and allows agencies to track results on important metrics.

The 2022 OPM FEVS will feature a full census of agency participants along with detailed reporting to lower levels. As in 2021, employee eligibility for survey participation has been expanded and numerous agencies have elected to pursue this option. Broadened eligibility allows inclusion of Federal employees who are not considered permanent or who are not classified as full or part time, giving more employees a voice in the survey.

The 2022 survey will feature familiar items as well as improved and expanded content. The core set of questions used in prior years -- including those in regulation and the key indices of Employee Engagement, Global Satisfaction, and Performance Confidence -- will be retained. Following up on COVID-19 related metrics, a streamlined set of items on telework and employee wellbeing are included too.

The 2022 survey also features new and timely content responsive to government and agency initiatives such as items on Diversity, Equity, Inclusion, and Accessibility, and measures of Innovation, Customer Responsiveness, Resilience/Adaptability, Work Quality, and Participative Decision-Making. Including items and dimensions from past surveys will allow for trending results, and the addition of new and innovative survey content will provide agencies with research-based metrics for driving workplace improvements aligned with contemporary management concerns now and moving into the future.

As we know, the OPM FEVS is one of the most **powerful platforms** for Federal employees to share their opinions and perceptions. As we near the 2022 OPM FEVS, please show employees your support for the survey. Promptly share the results of the 2021 survey and alert them to the upcoming 2022 survey. Tell employees about steps being taken to address feedback from prior OPM FEVS. When employees see results are shared and used, it sends a powerful message that leadership values and responds to employee opinions. Employee participation in the survey and response rates will improve when results are shared.

Prior year's OPM FEVS results are posted as they become available on the FEVS website:
<https://www.opm.gov/fevs>.

Thank you for helping to make the OPM FEVS a success. If you have any questions about the upcoming survey, please contact Dr. Kim Wells, Survey Manager, at Kimberly.Wells@opm.gov or evs.internet@opm.gov.