

# USDA Food Safety and Inspection Service (FSIS) FY 2017 Quarter 2 Performance Report

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This is FSIS’ second quarterly progress report under its 2017-2021 Strategic Plan and 2017 Annual Plan. The following three tables summarize FSIS’ performance, relative to targets, for select measures or milestones under the goals and outcomes of both plans. As noted in our quarter 1 report, some performance fluctuates on certain measures more than others; some are quite seasonal; and many have milestones with a single endpoint that may not need to report quarterly progress.

## Goal 1: Prevent Foodborne Illness and Protect Public Health

- FSIS met or exceeded 17 of the 21 of the targets it measured for Goal 1 in the second quarter of FY2017.
- Noteworthy activities include a strong international outreach presence, an increase in the percentage of establishments that met pathogen reduction performance standards, completion of more than 20 crosswalks for self-reporting tools of eligible countries, and a high level of outreach through communications in both English and Spanish.

Strategy / Action Area	Measure or Milestone	Q2 FY 2017 Target	Q2 FY 2017 Actual	% Target Achieved
<b>Goal 1: Prevent Foodborne Illness and Protect Public Health</b>				
<b>Outcome 1.1: Prevent Contamination</b>				
<b>Result 1: Drive Compliance with Food Safety Regulations and Statutes</b>				
Public Health Risk Evaluation (1.1.1.1)	% of establishments scheduled for a Public Health Risk Evaluation (PHRE) due to public health risk determinants	1.30%	1.24%	105%
International Sampling/Assessment (1.1.1.2)	% of country/product combinations from equivalent countries that FSIS tests for biological and chemical hazards	13%	15.87%	122%
International Outreach (1.1.1.3)	% increase in participation in FSIS outreach activities by foreign governments and officials	145	160	110%
State Meat and Poultry Inspection (MPI) Programs	Complete audits of 9 State MPI Laboratory programs by September 30, 2017	1	2	200%
State Meat and Poultry Inspection (MPI) Programs	Complete on-site audits for 90 percent of the eligible State MPI Programs by September 30, 2017	25%	33%	132%
Foreign Food Safety Systems' Equivalence	Complete crosswalks of new and past Self Reporting Tools (SRTs) for all eligible countries by April 1, 2017	67%	68%	101%

Strategy / Action Area	Measure or Milestone	Q2 FY 2017 Target	Q2 FY 2017 Actual	% Target Achieved
Foreign Food Safety Systems' Equivalence	Conduct 10 equivalence audits by September 30, 2017	5	5	100%
<b>Result 2: Strengthen Sampling Programs</b>				
Sampling (1.1.2.1)	% of products from establishments that FSIS samples	43%	43%	100%
Sampling Program Expansion	Initiate sampling for Phase 2 of exploratory pork sampling by March 31, 2017, and of imported pork products by June 30, 2017	50%	0%	0%
Data Driven Approaches	Develop a plan to target sampling of beef components most likely to be contaminated with <i>Salmonella</i> (e.g. head meat, cheek meat, lymph nodes) by September 30, 2017	30%	30%	100%
National Residue Program	Develop, in conjunction with partners, the FY2018 NRP sampling plan by September 30, 2017	25%	25%	100%
<b>Result 3: Ensure Establishments Are Meeting Pathogen Reduction Performance Standards</b>				
Performance Standards (1.1.3.1)	% of establishments that meet pathogen reduction performance standards	75%	77%	103%
Monitoring and Responding to Sampling Results	One hundred percent of PHREs/FSAs are scheduled and conducted for Category 3 establishments that exceed the Salmonella/ Campylobacter pathogen reduction performance standards by September 30, 2017	100%	0%	0%
<b>Result 4: Promote Food Defense Practices</b>				
Preparedness Activities	Perform surveillance testing of food at the Food Emergency Response Network (FERN) cooperative agreement laboratories by analyzing 800 samples for various chemical, biological, and radiological agents by September 30, 2017	2,500	1,560	62%
<b>Outcome 1.2: Limit Illness from Regulated Products</b>				
<b>Result 5: Improve Food Safety at In-Commerce Facilities</b>				
Deli/Lm Compliance in Retail (1.2.1.1)	% of in-commerce facilities that are following FSIS Deli Lm guidelines	60%	63%	105%
Higher-Risk Facilities	Ensure 70 percent of not-for-cause surveillance activities are at the highest risk (Tier 1) firms during FY 2017	70%	70%	100%
Higher-Risk Facilities	Ensure 83 percent of food safety violations documented during initial surveillance are corrected before follow-up surveillance during FY 2017	83%	92%	111%
<b>Result 6: Improve Response to Foodborne Illness Outbreaks and Adulteration Events</b>				
Federal Partnering	Finalize an updated Interagency Foodborne Outbreak Response Collaboration (IFORC) charter, in collaboration with FDA and CDC, by June 1, 2017	50%	50%	100%

Strategy / Action Area	Measure or Milestone	Q2 FY 2017 Target	Q2 FY 2017 Actual	% Target Achieved
<b>Result 7: Increase Public Awareness of Recalls, Foodborne Illness and Safe Food Handling Practices</b>				
Public Awareness (1.2.3.1)	% increase in public awareness of safe food handling guidance and recalls through communications channels	22.5M	25.6M	114%
Public Outreach	Create 175 stories in English and 75 stories in Spanish by September 30, 2017	125	207	166%
Safe Food Handling Practices	Achieve a 10 percent increase in proactive briefings on FSIS topics by September 30, 2017	28	20	71%

Note: Items in the left column with 4-digit numbers, such as (1.1.1.1) are measures from the Strategic Plan. The other measures are in the Annual Plan.

## Goal 2: Modernize Inspection Systems, Policies and the Use of Scientific Approaches

- FSIS met or exceeded 9 of 12 targets that FSIS measured in the second quarter of FY2017.
- FSIS continues to improve proactive monitoring of establishments, use of whole genome sequencing, and ensuring establishment-specific data sets are available, in addition to several other activities. The agency expects its results on Early Warning Alerts and Humane Handling to increase in quarter three. The agency is also continuing to work toward ensuring more employees have access to approved systems.

Key Actions and Short Titles	Measure Description/Language	Q2 FY 2017 Target	Q2 FY 2017 Actual	% Target Achieved
<b>Goal 2: Modernize Inspection Systems, Policies, and the Use of Scientific Approaches</b>				
<b>Outcome 2.1 : Improve Food Safety and Humane Handling Practices through Adoption of Innovative Approaches</b>				
<b>Result 8 - Modernize Scientific Techniques and Inspection Procedures</b>				
Whole Genome Sequencing (WGS) (2.1.1.1)	% of all isolates that FSIS sampling generates that are subject to WGS	26%	26%	100%
PHR/Early Warning Alerts (2.1.1.2)	% of establishments whose non-compliance rate decreases 120 days after receiving an Early Warning Alert	73.5%	73.3%	88% <sup>1</sup>
WGS	Expand WGS capability to all three FSIS field laboratories for increased capacity by September 30, 2017	80%	80%	100%
Inspector Tools	Assess the in-field practical applicability, training needs and impact of selected devices on employee/IPP grades and occupational safety, and recommend and seek approval for the use of selected device(s) through the FSIS' Governance process by September 30, 2017	30%	30%	100%
Inspector Tools	Identify FSIS requirements for in-field microbiological screening by September 30, 2017	30%	30%	100%
PHIS Functionalities	Implement enhancements to Public Health Information System (PHIS) import/export functionalities by September 30, 2017	50%	50%	100%
<b>Result 9 - Increase Adoption of Humane Handling Best Practices</b>				
Humane Handling (2.1.2.1)	% of slaughter establishments compliant with all livestock restraint and/or stunning requirements	89%	88%	99% <sup>2</sup>
<b>Outcome 2.2: Enhance Access to Complete and Accurate Information to Inform Decisions</b>				
<b>Result 10 - Improve the Reliability, Access and Timely Collection and Distribution of Information and Data</b>				
Online Access (2.2.1.2)	% of employees with online access to FSIS-approved systems	70%	68%	97%

<sup>1</sup>This reflects a calculation of the change desired from the Q1 target in relation to the Q2 target; the Q1 target was 73.25%.

<sup>2</sup>Strategic Plan measures are considered to have met targets if performance is at 98% or above.

Data Posting (2.2.1.3)	# of establishment-specific and other FSIS datasets made publicly available	5	7	140%
Information Development and Distribution	Develop a job aid (in the Inspection Program Personnel (IPP) Help Button) for IPP on evaluating process control within slaughter and further processing operations by September 30, 2017	30%	30%	100%
Information Development and Distribution	Develop educational materials for small and very small establishments to provide guidance on evaluating process control within slaughter and further processing operations by September 30, 2017	30%	30%	100%
Policy Feedback	Deploy notification process for key policy communications by September 30, 2017	30%	23%	77%

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### Goal 3: Achieve Operational Excellence

- FSIS met or exceeded 17 of 21 targets that FSIS measured in the second quarter of FY2017.
- FSIS’s annual measure for engaging employees (3.1.3.3), tied to Federal Employee Viewpoint Survey Results, exceeded expectations, and the agency also made great strides in promoting the importance of the individual contributions of employees to the overall mission (Phase II of i-Impact). FSIS also implemented new process improvements related to mission critical investments, and exceeded its targets for closing audit recommendations from the Office of Inspector General that had been open for more than a year as of 10/1/16.

Key Actions and Short Titles	Measure Description/Language	Q2 FY 2017 Target	Q2 FY 2017 Actual	% Target Achieved
<b>Goal 3: Achieve Operational Excellence</b>				
<b>3.1: Maintain A Well-Trained and Engaged Workforce</b>				
<b>Result 11: Improve Recruitment and Retention for Mission Critical Positions</b>				
Mission Critical Positions (3.1.1.1)	% mission critical positions filled	95%	96%	101%
3.1.1.1 Hire in Mission Critical Occupations	95 percent of food inspector, consumer safety inspector, and veterinarian positions filled	95%	96%	101%
3.1.1.1 Hire in Mission Critical Occupations	91 percent of enforcement, investigations, and analysis officer and non-OFO positions filled	91%	93%	102%
Mission Critical Retention (3.1.1.2)	% of employees who remain with FSIS for 2 years or more	90%	70%	78%
Retention	Develop and implement a retention program, including targeting positions with a high turnover rate, by December 31, 2016	90%	90%	100%
<b>Result 12: Enhance Training and Development Opportunities Across Competency Areas</b>				
T&D Knowledge Gained (3.1.2.1)	% increase in knowledge gained in key occupations (Consumer Safety Inspector (CSI), Public Health Veterinarian (PHV), and Enforcement Investigations and Analysis Officer (EIAO) within 180 days	78%	0%	0%
Training	Conduct ten Inspection Methods courses and six PHV courses in FY17	11	11	100%
Training	Complete and implement a redesigned Public Health Veterinarian (PHV) training by September 30, 2017	50%	50%	100%
Training	Develop a supervisor survey to assess knowledge gained in specific occupations by January 30, 2017	100%	100%	100%
Competency Models and Gap Assessments	Develop competency model for Food Inspector series and Information Technology Specialist series by September 30, 2017	20%	20%	100%
Competency Models and Gap Assessments	Develop and conduct gap assessment for Food Inspector and Information Technology Specialist series by September 30, 2017	20%	20%	100%

Competency Models and Gap Assessments	Develop and conduct gap assessment for Public Health Veterinarian (PHV) occupation by September 30, 2017	20%	20%	100%
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**Result 13: Ensure Equal Opportunity, and a Diverse and Inclusive Environment**

ADR index (3.1.3.1)	% Alternative Dispute Resolution (ADR) acceptance rate for informal (and formal) EEO complaints	45% 24%	38% (informal) 0% (formal)	63%
Engagement (3.1.3.3)	% improvement on key employee engagement FEVS questions	68%	70.5%	104%
Complaints Processing	Counsel a minimum of 90 percent of all informal EEO complaints in the required timely manner	90%	100%	111%
Engage Employees	Launch Phase II of i-Impact to reflect the agency's FY 2017-2021 Strategic Plan by March 31, 2017	100%	100%	100%
Engage Employees	Implement two internal communication suggestions from field employees by June 30, 2017	1	1	100%
Engage Employees	Analyze Federal Employee Viewpoint Survey (FEVS) results and develop an action plan through FSIS' Cultural Transformation work group by November 15, 2016	100%	75%	75%

**3.2: Improve Processes and Services**

**Result 14: Enhance Efficiency and Effectiveness of Key Business Processes and Systems**

Mission Critical Investments / Procurement Processes	Identify and make three process improvements to enhance front-end planning for Mission Critical Investments (MCIs) by March 31, 2017	3	4	133%
Grievances and Disciplinary Actions Processes	Prepare and decide on discipline cases within 75 days of request for action 90 percent of the time	90%	90%	111%
External Audits	Close 50 percent of open OIG audit recommendations that are beyond 1 year past due by September 30, 2017	25%	100%	400%

For more information, available resources include the [FSIS Strategic Plan](#) and [2017 Annual Plan](#), which together contain FSIS' full list of agency-wide performance measures and milestones. The Strategic Plan contains an appendix that describes its measures. The Annual Plan contains Strategic Plan and Annual Plan measures and targets for 2017.

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