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U.S. MERIT SYSTEMS PROTECTION BOARD LAUNCHES THE “MERIT SYSTEM PRINCIPLE OF THE MONTH”

The U.S. Merit Systems Protection Board (MSPB) will highlight one of the nine Merit System Principles on its website each month at <http://www.mspb.gov/mspm.htm>. The first “Merit System Principle of the Month” concerns recruitment, selection and advancement. See 5 U.S.C. § 2301(b)(1).

Using a “Frequently Asked Questions” (FAQ) format, the Merit System Principle of the Month will include information about the intent of the principle, relevant MSPB decisions, and other topics.

There also is a list of all nine Merit System Principles and an FAQ at <http://www.mspb.gov/meritsystemsprinciples.htm>. We will follow the Merit System Principles series with a monthly series on Prohibited Personnel Practices.

Chairman Susan Tsui Grundmann emphasized the responsibility of the MSPB to educate the public and Federal employees about the fundamental characteristics of a merit system. “The Merit System Principles are the bedrock of our Federal personnel system. We often talk about them, but do people know what they are and what they really mean? The purpose of this effort is to educate Federal employees, agencies, and the American public, remind ourselves of these basic principles of the Federal personnel system, and shed light on MSPB’s mission.”

The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency that protects Federal merit systems and the rights of individuals within those systems. The MSPB also conducts studies of the civil service and other merit systems in the Executive Branch.