



U.S. Merit Systems Protection Board

Fair and Open Competition for Federal Employment Survey

Fact Sheet

What is the Merit Systems Protection Board? The U.S. Merit Systems Protection Board is an independent, quasi-judicial agency in the Executive branch that serves as the guardian of Federal merit systems. In addition to hearing Federal employee appeals and reviewing significant actions of the Office of Personnel Management, MSPB is responsible for studying the efficiency and effectiveness of Federal merit systems and ensuring they are free of prohibited personnel practices.

What is the Fair and Open Competition for Federal Employment survey? The merit principle of fair and open competition for filling jobs is a longstanding and fundamental element of Federal merit systems. MSPB is conducting a survey of Federal human resources specialists and assistants to assess their attitudes toward fair and open competition and their perceptions of their agencies' practices that may encourage or hamper fair and open competition.

Who will be asked to complete the survey? Human resources specialists and human resources assistants in selected departments and agencies will be asked to complete the survey.

Why is survey participation important? MSPB will report the survey results to the President, Congress, and other Federal decision makers. Although participation is voluntary, this is an important opportunity for Federal human resources specialists and assistants to inform workforce management policy and practice by voicing their opinions and concerns.

How will the survey be distributed? Employees selected for participation will receive invitations via an e-mail which will provide a link to the survey on the web.

What is SurveyMonkey? SurveyMonkey is an online survey tool MSPB is using to administer this survey. It was developed in 1999 and supports the encrypted transmission of survey responses. SurveyMonkey customers include 100% of the Fortune 100 as well as other businesses, academic institutions, and organizations of all shapes and sizes.

When will the survey be distributed? July 2011.

How long will it take to complete the survey? Approximately 30 minutes.

Can I complete the survey during work hours? Yes, you may complete the survey during work hours. MSPB is authorized to collect this information by Section 1204 of Title 5, U.S. Code. We have notified your agency leadership of this survey and asked them to allow you approximately 30 minutes to complete the survey during work hours.

Who will see the responses? Responses are strictly confidential. Responses will be seen only by MSPB's survey staff and survey host. Results will only be reported as summary data for groups of individuals. No data will be reported that could be used to identify specific participants.

How will the results be disseminated? Once completed, the study report that analyzes this survey data will be posted on the MSPB website (www.mspb.gov). Survey participants have the option of being notified when this occurs.

Questions? If you have questions about the survey, please e-mail FairAndOpenSurvey@mspb.gov