



U.S. Merit Systems Protection Board

Contact: Arlin Winefordner
(202) 653-7200, ext. 1162
V/TDD 1-800-877-8339
(Federal Relay Service)

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MSPB Participates in U.S.-Ukraine Foundation's Program for Management Modernization

The U.S.-Ukraine Foundation established the Program for Management Modernization to assist the Ministry of Foreign Affairs of Ukraine in its goals of improving personnel management systems. As part of its eighteen month review program, the Foundation asked the U.S. Merit Systems Protection Board to showcase the US government's merit system of hiring and promoting civil servant employees in a personnel system free of undue political influence and patronage.



From left to right: George Nesterchuk (Technical Consultant, Office of Personnel Management), MSPB Board Member Barbara J. Sapin, MSPB Chairman Neil A. G. McPhie, Dr. Tymofiy Mortrenko (Head, Main Department of Ukraine Civil Service), and Director Andriy Vyshnevsky (Director of the Center for Support of Civil Service Institutional Development.)

Chairman Neil McPhie and Board Member Barbara Sapin hosted the Ukraine delegation on June 15, 2006. The Board Members detailed the history of civil service within the US

government, and described MSPB's dual missions of ensuring merit values and employee rights, and assessing the health and effectiveness of merit systems of hiring and promotion.

Chairman McPhie explained that while the Office of Personnel Management is the President's agent for managing the Federal Workforce, MSPB's role is that of an independent, nonpartisan adjudicator of disputes between civil servants and the Federal agencies for which they work. Chairman McPhie stated that: "The US Congress intended MSPB to protect Federal employees from abuse or other prohibited personnel practices. It is vital to the health and public perception of public service, that current and potential employees are confident that employment decisions are based solely on individual merit."

Senior staff provided information on MSPB's relationship with other Federal civil service agencies--the Equal Employment Opportunity Commission, the Federal Labor Relations Authority, the Office of the Special Counsel, and the Office of Personnel Management—and explained how these agencies cooperate to ensure a merit-based civil service that protects individual employees from abuse, but still provides maximum management flexibility and promoting efficiency.

The MSPB is an independent, quasi-judicial agency with responsibility for deciding Federal employee appeals from personnel actions taken against them, protecting the integrity of the civil service and other Federal merit systems, and conducting studies of the civil service and other merit systems in the Executive Branch. To request a printed copy of the report, e-mail STUDIES@mspb.gov; call (202) 653-6772, extension 1350; or write: Merit Systems Protection Board, Office of Policy and Evaluation, 1615 M Street, NW, Washington, DC, 20419. The report may be downloaded from the Studies page of the Board's Website at www.mspb.gov.