



Merit Systems Protection Board

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MSPB REPORT FINDS PROGRESS IN ACHIEVING MERIT SYSTEM IDEALS BUT MORE WORK NEEDS TO BE DONE

As part of its statutory function to ensure that the Federal workforce is managed in accordance with the merit principles, the U.S. Merit Systems Protection Board (MSPB) has administered the Merit Principles Survey (MPS) eight times since 1983. The MPS serves to collect the opinions of Federal employees regarding a variety of issues, such as their jobs, their supervisors, and management practices.

Findings from these 25 years of survey research have been summarized in a newly released MSPB report, *The Federal Government: A Model Employer or a Work In Progress?* In addition to examining trends over time, the report discusses factors that have likely influenced employee opinion, such as agency, gender, and ethnicity and race. On a positive note, survey results show that the Federal Government has some enduring strengths and has improved in many areas. “We found that the vast majority of Federal employees believe that their work is meaningful and important, and that satisfaction with their pay has increased significantly,” stated Chairman Neil A. G. McPhie.

However, survey results also show that challenges remain. Notably, employees indicate that Federal supervisors’ management skills lag their technical skills. “The survey results make it clear that Federal agencies must improve how they select and develop supervisors and strengthen communication and trust in the workplace. Effective leadership is critical not only to strategic, merit-based human resources management, but also to meeting the mission-related challenges that face Federal agencies and employees,” remarked Chairman McPhie.

The MSPB is an independent, quasi-judicial agency that protects Federal merit systems and the rights of individuals within those systems. 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 Board's website at www.mspb.gov.

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