Merit Principles Survey 2010

FACT SHEET

U.S. Merit Systems Protection Board

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 Merit Principles Survey? The Merit Principles Survey assesses the soundness of Federal merit systems. MSPB has conducted the survey since 1983 as part of its statutory oversight responsibilities [5 U.S.C. 1204(a)(3) and 5 U.S.C. 1204(e)(3)]. The results are reported to the President, Congress, and other Federal decision-makers.

Who will be asked to complete the survey? A random sample of approximately 80,000 full-time permanent employees and managers from across the Government will be invited to complete the survey. Major unions have been informed of the survey and are encouraged to support their members' participation.

What will be asked on the survey? The survey contains a core set of questions concerning the merit system principles and prohibited personnel practices. It will also include questions on protected personnel practices and whistleblower protections issues, along with other workplace issues that impact employees' abilities to carry out the missions of your agency.

Why is survey participation important? MSPB will report the survey results to the President, Congress, and other Federal decision-makers. This is an opportunity for Federal employees 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. Alternative formats will be provided for employees without Internet access.

When will the survey be distributed? Summer 2010

How long will it take to complete the survey? Approximately 30 minutes. Supervisors are asked to allow employees time to complete the survey during the work day.

Who will see the responses? Participation is voluntary and responses are strictly confidential. Responses will be seen only by the survey staff. 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? A summary report of the Governmentwide survey results will be posted on the MSPB website (*www.mspb.gov*). Print versions of the report may also be requested by calling Dr. J. Peter Leeds at the number below. Results for each of the participating departments, subcomponents, and agencies will be provided to these organizations.

Questions? For more information about the survey, please see our web site (http://www.mspb.gov/studies/surveys.htm). If you have specific questions, please contact the project manager, Dr. J. Peter Leeds, via e-mail at peter.leeds@mspb.gov or via telephone at (202) 653-6772, ext. 1339.