



U.S. Merit Systems Protection Board

Federal Merit Systems Survey

Fact Sheet

What is the Federal Merit Systems Survey? The Federal Merit Systems Survey is a survey conducted by the U.S. Merit Systems Protection Board that explores how well the Federal Government is managing its workforce in adherence to the merit system principles. The survey asks employees about their perceptions of a variety of supervisory and managerial practices and their effects on individuals and organizations.

What is the Merit Systems Protection Board? The U.S. Merit Systems Protection Board is an independent Executive Branch agency 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 effectiveness of Federal merit systems and ensuring they are free of prohibited personnel practices. Further information about MSPB can be found at <http://www.mspb.gov/>.

Who will be asked to complete the survey? We will invite a random sample of approximately 50,000 full-time permanent employees across the Government to complete the survey. Major unions and employee affinity groups have been informed of the survey and are encouraged to support their members' participation.

Why is my response important? MSPB will evaluate the survey results and prepare a report to the President, Congress, and other Federal decision-makers. This report will summarize employee perceptions of how the Federal workforce is currently being managed and make recommendations for any needed improvements.

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

Can I complete the survey during work hours? Yes, MSPB is authorized to collect this information by Section 1204 of Title 5, U.S. Code.

When will the survey be open? The survey is scheduled to be open between July-September 2011.

How will the survey be distributed? The survey is web-based and will be administered via SurveyMonkey, an online survey tool. Employees are invited to participate via an e-mail message with a link to the survey.

Who will see the responses? Survey responses are kept strictly confidential. Results will only be reported 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. You may also sign up to receive notification of MSPB reports and newsletters via the ListServ on <http://www.mspb.gov/studies/index.htm>.

Questions? For more information about the survey, please visit the MSPB web site at <http://www.mspb.gov/studies/surveys.htm>. You may also email questions to FederalMeritSystems@mspb.gov.