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MSPB FINDS NEED TO IMPROVE STEWARDSHIP OF THE FEDERAL WORKFORCE

A recent report issued by the U.S. Merit Systems Protection Board (MSPB), [*Managing Public Employees in the Public Interest: Employee Perspectives on Merit Principles in Federal Workplaces*](#), documents the need for Federal agencies to improve their stewardship of the Federal workforce.

The report is based on Federal employees' responses to questions keyed to the nine merit system principles (MSPs) from a recent MSPB survey of over 42,000 Federal employees. The MSPs are a series of aspirational goals for good management of the Federal workforce codified at 5 U.S.C. § 2301.

MSPB's findings are particularly timely because the need for good stewardship of the Federal workforce is heightened by the fiscal challenges facing Federal agencies. To meet those challenges, many employees believe that agency leaders need to be better at making and communicating decisions about agency priorities, as well as making the investments needed to sustain a high-performing knowledge workforce. For example, only 29 percent of employees agreed that their organization eliminates unnecessary functions and positions.

"Employees are being asked to make personal and professional sacrifices and they need to feel confident that leaders are using limited resources wisely," explains Chairman Susan Tsui Grundmann. "That requires agency leaders to make tough choices about the programs, functions, or positions that they can support. It also demands the foresight and courage to invest in the Federal workforce so employees can perform at high levels and agencies can operate effectively as well as efficiently."

This report is the latest in a series of MSPB reports that focus on the prohibited personnel practices (PPPs) and merit system principles. Previous reports in this series discuss perceptions of prohibited personnel practices, barriers to Federal employees blowing the whistle, and the complexity of whistleblower protection laws. MSPB is currently conducting two additional studies related to specific MSPs: (1) conducting fair and open competition for Federal jobs; and (2) protecting employees from personal favoritism.

MSPB is an independent, quasi-judicial agency that protects the merit system principles and promotes an effective Federal workforce free of prohibited personnel practices. MSPB adjudicates appeals, conducts studies of the merit systems, and reviews the rules, regulations, and significant actions of the Office of Personnel Management. MSPB studies are available on the web at www.mspb.gov/studies.