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MSPB ANNOUNCES THE 2016 MERIT PRINCIPLES SURVEY (MPS)

The U.S. Merit Systems Protection Board (MSPB) is pleased to announce the upcoming administration of its 2016 Merit Principles Survey (MPS). MSPB conducts this periodic survey to elicit views on 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)). This survey differs from the Federal Employee Viewpoint Survey administered by the U.S. Office of Personnel Management in several respects, such as: a focus on merit system principles and human resources (HR) policy and practice; administration every few years instead of annually; and a smaller sample.

The Federal Government faces many workforce challenges, and the MPS gives Federal employees an opportunity to voice their opinions and concerns about workplace issues. MSPB reports findings and recommendations based on the MPS results to the President, Congress, and other Federal decision-makers to promote merit-based and effective human resources policies and practices. Topics in the 2016 MPS include employee engagement, fair treatment and nondiscrimination, recruitment and retention, sexual and non-sexual harassment, HR services, and addressing poor performance.

The MPS will be administered to approximately 120,000 Federal employees and managers in July and August 2016. Participation is voluntary and responses are confidential. MSPB informed Federal agencies and major unions of the survey and asked them to support employees' participation. To reduce demands on employees and agencies, MSPB will administer three versions of the survey, each focused on a limited number of topics. More information about the 2016 MPS is available at www.mspb.gov/studies/MPS2016.htm.

The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency whose mission is to protect the Merit System Principles and promote an effective Federal workforce free of Prohibited Personnel Practices.