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FOR IMMEDIATE RELEASE  
February 14, 2017

**MSPB PROVIDES TO CONGRESS INFORMATION ABOUT HOW FEDERAL SUPERVISORS VIEW THEIR ABILITY TO FIRE EMPLOYEES**

The U.S. Merit Systems Protection Board (“MSPB”) has issued a monograph that contains several articles explaining the results of a recent survey of over 10,000 Federal supervisors. The title of the first article conveys the overall message quite clearly, [\*Supervisors Report the Greatest Barriers to Addressing Employee Misconduct Come from Within Agencies\*](#). The other articles, also based on survey responses from supervisors, are: (1) *Supervisors Want the Process of Taking Adverse Actions to Be Easier While Keeping Employee Protections*; (2) *Supervisors Say Preventing and Addressing Misconduct Are Among the Easier Tasks They Perform*; (3) *Proposing Removals Leads to Actual Departures*; and (4) *A Different View at the Top*. This last article compares the survey responses from supervisors and managers to those provided by senior executives.

In addition, the Board recently released a report, [\*Adverse Actions: A Compilation of Articles\*](#), which explained how the civil service adverse action system works. That report was issued under 5 U.S.C. § 1204 (which instructs the Board to report to Congress and the President on the health of the merit systems) and was submitted to the last Congress and President. The monograph, however, is not a formal section 1204 report, but rather additional information the Board wants to provide the new Congress.

“The report explained the structure of the system, while this monograph helps readers see how those who are responsible for using it view their experiences with it,” according to Acting Chairman Mark A. Robbins, who previously served in the administrations of Presidents Ronald Reagan and George W. Bush.

By statute, the Board ordinarily is comprised of three members on rotating seven-year terms, no more than two of whom may adhere to the same political party. Currently the Board lacks a quorum, as it has only one member.

“The Board has a responsibility to ensure that Congress and the President have the information they need to make well-informed decisions about the civil service,” says Acting Chairman Robbins. “That is why we first published these materials while we still had our quorum, before Chairman Susan Tsui Grundmann departed. Now that Congress is back in session and the civil service committees have begun their work, I have sent copies of these documents to the House and Senate committees’ Chairmen and Ranking Members.”

MSPB’s recent report explaining the adverse action system is available on-line at [http://www.mspb.gov/studies/adverse\\_action\\_report/](http://www.mspb.gov/studies/adverse_action_report/) and the monograph with data from its survey of Federal supervisors is on the agency’s Noteworthy page, at <https://www.mspb.gov/studies/noteworthy.htm>.

The U.S. Merit Systems Protection Board (MSPB) is a bi-partisan, independent, quasi-judicial agency whose mission is to protect the Merit System Principles and promote an effective Federal workforce free of Prohibited Personnel Practices. To request a printed copy of the articles, e-mail [studies@mspb.gov](mailto:studies@mspb.gov); call (202) 254-4496; or write to: Merit Systems Protection Board, Office of Policy and Evaluation, 1615 M Street NW, Washington, DC 20419.