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MSPB ANNOUNCES THE 2021 MERIT PRINCIPLES SURVEY

The U.S. Merit Systems Protection Board (MSPB) is pleased to announce the administration of its 2021 Merit Principles Survey (MPS). MSPB has periodically administered this survey since 1983 as part of its statutory oversight responsibilities under 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, including 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 provide their perspective on the soundness of Federal merit systems and voice their opinions on selected workplace issues. MSPB reports findings and recommendations based on data from the MPS to the President, Congress, and other Federal decision-makers to promote merit-based and effective HR policies and practices. Topics in the 2021 MPS include adherence to merit system principles, the incidence of prohibited personnel practices, and prevention and experience of sexual harassment.

The MPS will be administered to approximately 100,000 Federal employees and managers in January 2021. Participation is voluntary and responses are confidential. MSPB informed Federal agencies and major unions of the survey and asked them to support employees' participation. More information about the 2021 MPS is available at <https://www.mspb.gov/studies/surveys.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.