



## U.S. Merit Systems Protection Board 2023 Federal Human Resources Workforce Survey (HRWS)

### Fact Sheet

**What is the U.S. Merit Systems Protection Board?** The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency in the Executive Branch that serves as the guardian of Federal merit systems. In that role, MSPB adjudicates employee appeals of certain personnel actions and conducts studies of merit systems in the Executive Branch.

**What is the HR Workforce Survey (HRWS)?** The HRWS is a Governmentwide survey of Federal civilian HR employees that will obtain their views on their current position, their HR career, and how HR staff are selected, developed, and managed.

**Who will participate in the HRWS?** Approximately 40,000 full-time permanent employees in HR occupations (the 0201 and 0203 series) in 20 departments and agencies will be invited to complete the survey.

**Why is participation important?** For Federal agencies, the survey will provide insight into how HR employees do their work and view their careers to help identify ways to improve the HR function and better support HR staff. For HR employees, the survey provides an opportunity to provide perspectives on how HR programs and HR employees are being managed.

**How will MSPB use the survey results?** MSPB will use the results of the survey to obtain HR employee views on their current job and their HR career in general. Survey results are presented, in summary form, in MSPB publications addressed to the President, Congress, and other Federal policy-makers and stakeholders.

**Are responses confidential?** Yes. Results will only be reported in summary form. MSPB does **not** maintain personally identifying information such as name or email address as part of a survey response, or publicize results in a way that enables anyone to identify an individual employee.

**Is agency participation mandatory?** Yes. MSPB selected 20 major departments and agencies for the survey. Cooperation is required under 5 U.S.C. § 1204(e)(3), which authorizes MSPB to obtain agency support and records needed to conduct special studies of the Federal civil service.

**Is employee participation voluntary?** Yes. We hope that all employees selected for the survey choose to participate, because their views are important and could influence change in how Federal HR specialists are hired, developed, and managed. However, an employee may choose not to respond.

**What will be asked on the survey?** The survey has questions on topics that include work roles, HR program effectiveness, the availability of resources and leadership, work relationships, and training and career development.

**When will the survey be administered?** February – March 2023. The survey will be open for approximately four weeks in each participating agency.

**How will the survey be administered?** The survey will be secure and web-based. Participants will receive an advance notification and an invitation through their work (official) email with a link to the survey.

**How long will it take to complete the survey?** Approximately 30 minutes. MSPB has asked participating agencies to instruct supervisors to allow employees work time to complete the survey.