

Module 3

Module 3 Introduction

Welcome to Module 3. I will be your host for this module.

There are many key organizations that play a role in overseeing and administering the Merit System Principles. These organizations include:

- Office of Personnel Management (OPM)
- Merit System Protection Board (MSPB)
- U.S. Office of Special Counsel (OSC)
- General Accounting Office (GAO)

In this module, you will be presented with each organization's roles and responsibilities related to the Merit System Principles.

Meet the Stakeholders

Below are the key organizations that play a role in overseeing and administering the Merit System Principles. Click on each of the logos for more information.

OPM drafts and enforces the Civil Service laws, rules, and regulations for all agencies in the competitive service. We also conduct governmentwide oversight of all personnel delegations for legal and regulatory compliance.

MSPB hears and decides complaints brought by the Office of Special Counsel alleging violation of the Prohibited Personnel Practices and other personnel laws and rules. MSPB issues compliance orders to Federal agencies found to be in violation. Conducts special studies to ascertain whether the personnel system adequately protects employees from Prohibited Personnel Practices. May order corrective actions that are recommended by the Office of Special Counsel. In addition, adjudicates direct employee appeals of certain personnel actions.

OSC investigates allegations of Prohibited Personnel Practices, prosecute such cases before the Merit Systems Protection Board (MSPB), file complaints against employees for disciplinary actions, and petitions the MSPB for stays and corrective action. The relationship between the OSC and the Merit System Protection Board resembles that of a prosecutor to court.

The GAO audits and reviews compliance with the laws, rules and regulations governing employment in the Executive Branch to assess the efficacy of Federal human resources management. Reports annually to the President and the Congress on the significant actions of the Merit Systems Protection Board in carrying out its responsibilities, and on whether the actions of the OPM are in

accordance with the Merit System Principles and are free of Prohibited Personnel Practices.

Knowledge Check

Select the Federal employee that plays the role described.

1. Question: Our agency drafts and enforces the Civil Service laws, rules, and regulations for all agencies in the competitive service.

Answer: Office of Personnel Management (OPM)

2. Question: Our organization investigate allegations of Prohibited Personnel Practices. My relationship with the Merit System Protection Board resembles that of a prosecutor to court.

Answer: Office of Special Counsel (OSC)

3. Question: We hear and decide complaints alleging violation of the Prohibited Personnel Practices. We also may issue compliance orders to Federal agencies found to be in violation or order corrective actions.

Answer: Merit System Protection Board (MSPB)

4. Question: We audit and review compliance with the laws, rules, and regulations governing employment in the Executive Branch to assess the efficacy of Federal human resources management. We also report annually to the President and the Congress on the significant actions of the MSPB in carrying out its responsibilities.

Answer: General Accounting Office (GAO)

Module Summary

You have completed Module 3. You can see that it takes a number of organizations to make the merit system work effectively. Remember that if you need help, use the resources available from these organizations. Here is a list of resources that you may want to bookmark:

- U.S. OPM (www.opm.gov)
- U.S Office of Special Counsel recent cases (www.osc.gov)
- Equal Employment Opportunity Commission (www.eeoc.gov)

Close this module to continue.