Fort Knox CPAC…

HR Tip of the Week

The Merit System Principles found in 5 USC 2301(b), provide the foundation of the Federal human resources management system. They are the core values which should be used in every human resources decision. They provide guidance on how managers and supervisors should manage our human resources and how human resources staff should provide oversight of such decisions.

The Merit System Principles are:

1. Recruit, select, and advance on merit after fair and open competition.
2. Treat employees and applicants fairly and equitably.
3. Provide equal pay for equal work and reward excellent performance.
4. Maintain high standards of integrity, conduct, and concern for the public interest.
5. Manage employees efficiently and effectively.
6. Retain or separate employees on the basis of their performance.
7. Educate and train employees if it will result in better organizational or individual performance.
8. Protect employees from improper political influence.
9. Protect employees against reprisal for the lawful disclosure of information in "whistleblower" situations.

These principles are based on the public expectation of civil service. We all serve as guardians of these core values. Failure to uphold these principles will erode the public trust and may lead to punitive action.

Look for our next HR Tip regarding Nepotism