

CHAPTER 335 MERIT STAFFING PLAN

APPENDIX B THE MERIT SYSTEM PRINCIPLES (adapted from 5 United States Code Section 2301)

1. Recruit qualified individuals from appropriate sources representing all segments of society; select and advance individuals solely on the basis of relative ability, knowledge and skills, after fair and open competition, that assures equal opportunity.
2. Treat all employees and applicants fairly and equitably, without regard to political affiliation, race, color, religion, national origin, sex, marital status, age or handicapping condition.
3. Provide equal pay for work of equal value, with appropriate consideration for national and local rates; provide appropriate incentives and recognition for excellence in performance.
4. Maintain high standards of integrity, conduct, and concern for the public interest.
5. Use the Federal work force efficiently and effectively.
6. Retain employees on the basis of the adequacy of their performance; correct inadequate performance; and separate those who cannot or will not improve their performance to meet required standards.
7. Provide effective education and training to employees when it will result in better organizational and individual performance.
8. Protect employees from arbitrary action, personal favoritism, or coercion for partisan political purposes; and prohibit employees from using their official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for election.
9. Protect employees against reprisal for the lawful disclosure of information which the employee believes evidences a violation of any law, rule, or regulation; or mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to the public health and safety.