

THE MERIT SYSTEM PRINCIPLES

The Merit System Principles are the expected outcomes of good management. The Principles can also be described as the core values that should be expressed in every human resources decision you make.

The Merit System Principles are:

Recruitment from all segments of society and selection and advancement on the basis of ability, knowledge, and skills, under fair and open competition.

Fair and equitable treatment in all personnel management matters without regard to politics, race, color, religion, national origin, sex, marital status, age, or disabling condition and with proper regard for individual privacy and constitutional rights.

Equal pay for work of equal value, considering both national and local rates by private employers with incentives and recognition for excellent performance.

High standards of integrity, conduct, and concern for the public interest.

Efficient and effective use of the federal workforce.

Retention of employees who perform well, correction of the performance of those whose work is inadequate, and separation of those who cannot or will not meet required standards.

Improved performance through effective education and training.

Protection of employees from arbitrary action, personal favoritism, or coercion.

Protection of employees against reprisal for lawful disclosures of information.

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