



DoD Civilian Human Capital Accountability System (CHCAS)

MERIT SYSTEM PRINCIPLES

Adapted from § 2301 (b) of title 5 U.S.C.

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