

S1-3. MEANS OF INSPECTION

a. Nationwide Evaluations

- (1) Nationwide evaluations are our most significant approach to accomplishment of the objectives of the inspection activity. These evaluations are agencywide surveys designed primarily to provide top ranking Commission and agency officials with periodic appraisals of their effectiveness in planning for, getting, developing, and using manpower resources efficiently and economically in accomplishing their missions; and complying with legal, regulatory, and public policy requirements.
- (2) All departments and agencies of the Federal Government which have a significant number of field establishments are subject to nationwide evaluations. Under present policy, approximately 18-20 departments and agencies employing 97% of the total civilian workforce are covered under nationwide evaluation plans. Generally, each of these departments and agencies is inspected once every three years.
- (3) The nationwide evaluation approach features:
 - (a) Use of the total inspection resources of the Commission on a coordinated basis;
 - (b) Inspection of a total agency including headquarters offices and a representative sample of field establishments, with emphasis on
 - 1 reviewing agency policies as they are actually applied in constituent organizations,
 - 2 obtaining information of sufficient validity to point up the need for reemphasis or redirection of certain personnel management responsibilities, and
 - 3 differentiating between significant trends and isolated findings in large departments and agencies of the Federal Government;
 - (c) Analysis and coordination of findings from all inspections conducted within the agency during the specified period of time; and
 - (d) Presentation of a summary of inspection findings at each appropriate level of the agency reviewed, with an overall summary evaluation to the head of the agency.
- (4) Plans for nationwide evaluations are developed jointly by representatives of the central office and the agency to be surveyed; reviewed by regional office officials; and issued to appropriate agency and Commission officials in the form of a nationwide evaluation plan.
- (5) The coverage in nationwide plans is tailored to reflect the individual climate, organizational pattern, mission, and other factors peculiar to an agency, and to meet agency needs and CSC responsibilities. The specific