

ANNUAL RESULTS: STRATEGIC GOAL 4

To raise government employees' and managers' awareness of their rights and responsibilities under chapters 12 and 23 of title 5.

<i>FY 2002 Performance Goals¹</i>	<i>FY 2002 Results</i>	<i>FY 2001 Results</i>	<i>FY 2000 Results</i>
1. Develop systematic baseline information on agency compliance with 5 U.S.C. § 2302(c) (congressionally mandated training requirement). During FY 02, conduct the second bi-annual OSC survey of covered title 5 agencies' efforts to comply with § 2302(c), to measure progress from first survey during FY 00.		<ul style="list-style-type: none"> • Compiled federal agency survey results. 	<ul style="list-style-type: none"> • Surveyed federal agencies. • Initiated plans for OSC program to certify agency informational programs.
2. <u>Assist Agencies.</u> Facilitate implementation of agency-wide education programs on Title 5, Chapters 12 and 23 rights and remedies. During FY 02, design and implement program whereby agencies can be certified by OSC as being in compliance with § 2302(c).	<ul style="list-style-type: none"> • Designed and implemented § 2302(c) certification program, using OPM as pilot. • Initiated contacts with 10 large agencies to introduce and solicit participation in § 2302(c) program. • 4 agencies certified under § 2302(c) program; 8 registered for program participation. 	<ul style="list-style-type: none"> • Finalized OSC program to certify agency informational programs. • Office of Personnel Management added OSC-related questions to federal employee survey on merit system principles. 	
3. Include systemic training as part of OSC's corrective actions, with agency that is a party to the settlement agreement.	<ul style="list-style-type: none"> • 40 corrective actions included agency agreement to train employees on rights and remedies enforced by OSC. 	<ul style="list-style-type: none"> • 14 corrective actions obtained in which agencies agreed to train employees on rights and responsibilities. 	<ul style="list-style-type: none"> • 9 corrective actions obtained in which agencies agreed to train employees on rights and responsibilities.
4. Maintain and enhance training and education materials for use by OSC, employing agencies, and other trainers. During FY 02, design and implement a web-based training program for use by agency managers, as part of the certification program.	<ul style="list-style-type: none"> • Issued: (a) new "Whistleblower Retaliation" poster; (b) new "Hatch Act for State and Local Employees" fact sheet; and (c) § 2302(c) Certification Program brochure. • Assisted OPM with ongoing development of web-based training on § 2302(c). 	<ul style="list-style-type: none"> • Revised "Role of the U.S. Office of Special Counsel" brochure. 	<ul style="list-style-type: none"> • Updated OSC training presentations to include interactive case scenarios. • Updated and reissued OSC's Federal Hatch Act poster.

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5. Maintain and enhance OSC web site. Consistent with the President's initiative on e-government, make as many outreach and educational materials as feasible available on OSC's web-site, including the web-based manager training program.	<ul style="list-style-type: none"> • All OSC publications posted on web site in PDF format, including posters and Hatch Act fact sheets. • Prohibited Personnel Practices, Hatch Act, and Outreach pages of web site revised and updated. • Web site recorded 399,057 user sessions (approx.). 	<ul style="list-style-type: none"> • OSC plan (under E.O. 13166) for improved access to services by persons with limited English proficiency posted on Web site. • Added Web site link to page in Spanish summarizing role of OSC, providing telephone numbers for Spanish speakers, and e-mail address of Spanish-speaking staff attorney. • Revised OSC speaker request forms (posted on OSC Web site). • Updated Hatch Act advisory opinions on Web site. • Web site recorded 325,176 user sessions (6,724,248 successful hits). 	<ul style="list-style-type: none"> • Posted outline of Hatch Act provisions on OSC Web site (used by several agencies to e-mail Hatch Act information to employees). • Added information about new OSC mediation program, and Hatch Act advisory opinions on recurring questions. • Web site recorded 231,342 user sessions.
6. Convene or participate in forums for practitioners and agency representatives, in conjunction with other federal agencies, unions, federal management associations, and private training sources to enhance awareness of employee rights and responsibilities. Systematically collect data on effectiveness of forums by regular practice of participants' completion of evaluation forms.	<ul style="list-style-type: none"> • Provided OSC speakers for 103 presentations at 95 events.¹ • Speaker evaluations reviewed and recommendations implemented as needed. 	<ul style="list-style-type: none"> • Provided speakers for 61 presentations at 57 events.² 	<ul style="list-style-type: none"> • Provided speakers for 80 presentations at 75 events, including: 6 town meetings co-sponsored by OSC and Federal Labor Relations Authority; attended by federal managers, employees and labor relations specialists nationwide; and 8 Hatch Act forums nationwide.

¹ OSC staff also met with official delegations from China, South Korea, and Egypt, and with Japanese television station personnel, to explain OSC's mission.

² OSC staff also met with official delegations from Japan, Israel, Ukraine, Hungary, Russia, South Korea, and other countries interested in statutory rights and remedies enforced by OSC.

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<p>7. <u>Press Releases</u>. Issue press releases when OSC obtains stays, corrective or disciplinary actions, through settlements or litigation; files a complaint before the MSPB in a significant PPP or Hatch Act matter; transmits a disclosure report to Congress and the President; or in other situations in which issuance of a press release would further OSC's mission.</p>	<ul style="list-style-type: none"> • 30 press releases issued. 	<ul style="list-style-type: none"> • 29 press releases on significant case and other developments (<i>e.g.</i>, settlements, litigation outcomes, and OSC reorganization) issued and posted on Web site. 	<ul style="list-style-type: none"> • 34 press releases on significant case developments issued and posted on Web site.