



U.S. Consumer Product Safety Commission
Office of Inspector General
Bethesda, MD

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CPSC OIG found the CPSC's Human Resources' Position Designation and Suitability Program Needs Improvement

BETHESDA – Today the U.S. Consumer Product Safety Commission (CPSC) Office of Inspector General (OIG) issued a report on the results of an audit on the agency's position designation and suitability program. The position designation and suitability program ensures that all employees and contractors meet the background check requirements for their position. This is vital in protecting agency data and operations.

The OIG found that about 30 percent of employees had not received the required reinvestigation within the required five years of their initial or most recent background investigation. The CPSC also overspent an estimated \$49,631 on background investigations that did not align with the positions held by the employees in question. The OIG discovered outdated policies and procedures, an uncertain process for contractor onboarding, and noted the CPSC had not implemented all of the recommendations made by the Office of Personnel Management in a 2017 review of the program.

These deficiencies led to unnecessary costs, could lead to potential data security breaches from access by unauthorized persons, and may impact the efficiency and effectiveness of the agency in meeting its mission and strategic goals. Federal regulations require that all employees have a background investigation that correlates with the risk and sensitivity level of their position. The OIG did find that all of the positions within the CPSC have been properly designated to their appropriate risk and sensitivity level.

The OIG made 13 recommendations which, if implemented, would provide management tools to improve internal control over the position designation process and provide a more effective program. Management did not agree with all of the recommendations made to improve their processes and program and at present, have only agreed to implement 10 of the 13 recommendations.

The OIG is an independent office within the CPSC that performs audits and investigations of the CPSC, and prevents and detects fraud, waste and abuse. For more information, visit OIG.CPSC.GOV.

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