



At a Glance

What Are Management Challenges?

According to the GPRA Modernization Act of 2010 ("GPRA" stands for "Government Performance and Results Act"), major management challenges are programs or management functions, within or across agencies, that have greater vulnerability to waste, fraud, abuse and mismanagement, where a failure to perform well could seriously affect the ability of an agency or the federal government to achieve its mission or goals.

As required by the Reports Consolidation Act of 2000, the Office of Inspector General is providing the issues we consider as the U.S. Chemical Safety and Hazard Investigation Board's (CSB's) major management challenges for fiscal year 2018.

This report addresses the following CSB goal:

- *Create and maintain an engaged, high-performing workforce.*

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Fiscal Year 2018 U.S. Chemical Safety and Hazard Investigation Board Management Challenges

Based on our continuous audit work, we have identified two management challenges for the CSB that were not in our fiscal year 2017 report: the lack of authority that the position of CSB Chairperson has over board members, and the impact of budget uncertainties on the morale of staff.

The CSB faces two management challenges that, if not addressed, may seriously impede the agency's ability to achieve its mission efficiently and effectively.

The Position of CSB Chairperson Lacks Authority to Hold Board Members Accountable

Historically, the CSB has been plagued with leadership issues such as tension among board members, disputes over the Chairperson's authorities, and complaints of alleged abuses by board members or the Chairperson. The position of CSB Chairperson does not have the statutory authority to take corrective action against other board members for inappropriate behaviors or to hold them accountable. The CSB intends to add enforcement mechanisms to its internal policies. However, because the CSB structure was established by law and its board members and Chairperson are presidential appointees, the authority to address these issues and make changes lies with Congress. The CSB should strengthen its internal policies and also request that Congress assess these issues and make the necessary changes to provide the Chairperson with the authority to correct inappropriate or destabilizing behaviors by board members.

Budget Uncertainties and the President's Proposals to Eliminate the CSB Negatively Impact Efforts to Attract, Hire and Retain Staff

The CSB should continue to work with Congress toward achieving funding needs wherever possible. The President's budget for fiscal year 2019 proposed eliminating the CSB. Although Congress has continued to fund the CSB and the CSB Chairperson stated that Congress has no plans to eliminate the CSB, this budget uncertainty impedes the CSB's ability to attract, hire and retain staff.

Prior Management Challenge Removed

As a result of corrective actions taken by the CSB and additional justification provided by the CSB, we removed the challenge cited in our fiscal year 2017 report that the CSB should address human resources management issues. The CSB provided documents and information supporting that it has completed all but one of the 18 recommendations from a 2015 Office of Personnel Management report. This included revising its Performance Management System. For the remaining recommendation—to establish a Human Capital Plan—the CSB has developed and drafted such a plan and intends to implement it in fiscal year 2019.