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Office of Federal Procurement Policy Releases Revised Inventory Guidance

Washington, D.C. – This week, the Office of Federal Procurement Policy (OFPP) released revised guidance for the workforce inventory submissions process, commonly referred to as “FAIR Act guidance.” The guidance clarifies the workforce inventory process by explaining how agencies can best apply classifications, such as “inherently governmental,” “commercial,” or “suitable for competition,” to functions performed by its workforce. Agencies are required by statute to submit workforce inventories annually to the Office of Management and Budget (OMB).

Following an interagency review of the FAIR Act in fall 2004, OFPP staff worked with Chief Acquisition Officers and agency competitive sourcing officials to produce the guidance.

“This new guidance will help agencies clearly define the nature of functions performed by their workforces. Producing quality inventories will also help senior managers better understand their talent pool, thus contributing to stronger human capital strategies. Ultimately, our efforts will lead to better management decisions that link agency core missions to workers’ capabilities and performance,” said OFPP Administrator David H. Safavian.

Highlights from the revised guidance include:

- Supplemental guidance on how best to classify certain functions as unsuitable for competition.
- A statement noting that agencies have discretion when classifying commercial functions performed by disabled individuals. The guidance specifically notes that agencies may categorize these functions as unsuitable for competition.
- A new requirement that commercial, but unsuitable for competition (“commercial A”) justifications be provided to OMB with inventory submissions. Previously, justifications were only available upon request, per the Revised A-76 Circular.

To view the guidance memo and supporting documents, please visit:

<http://www.whitehouse.gov/omb/procurement/fair-index.html>

For more information, please contact OMB Communications at 202-395-7254.

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