

**STRATEGIC PLAN OF THE OFFICE OF INSPECTOR GENERAL
FEDERAL LABOR RELATIONS AUTHORITY
FY 2009 - 2011**

I. FEDERAL LABOR RELATIONS AUTHORITY MISSION STATEMENT

The Federal Labor Relations Authority exercises leadership under the Federal Service Labor-Management Relations Statute to promote stable, constructive labor-management relations that contributes to a more effective Government.

The Federal Labor Relations Authority fulfills its mission by:

- Enforcing and clarifying the law through sound, timely decisions and policies;
- Using updated processes to conduct its business;
- Providing training and education programs, and furnishing effective intervention services; and
- Administering its resources to ensure that services are responsive to the unique needs of its customers.

II. OFFICE OF INSPECTOR GENERAL MISSION STATEMENT

The mission of the FLRA Office of Inspector General is to be a catalyst for maintaining the efficiency and effectiveness of FLRA programs and operations. The goal of the Inspector General's work is to improve the management and conduct of FLRA administrative programs and operations by evaluating performance, processes and results and identifying ways to make programs and operations more effective and efficient and productive for Federal Agency and Federal Union employees.

The primary objectives of the Office of Inspector General are:

- To objectively evaluate the efficiency, economy, legality, and effectiveness with which FLRA organizational components carry out their management operations and program responsibilities.
- To assist FLRA management in carrying out their responsibilities by providing them with objective and timely information on the conduct of FLRA operations, together with the Inspector General's analysis, conclusions and recommendations.
- To use audits, investigations, reviews and evaluations as management tools to increase Government integrity and recommend improved systems, processes and operations to prevent fraud, waste, abuse, and mismanagement.

- To provide management and employees assistance with concerns and complaints dealing with systemic issues which could result in fraud, waste, abuse, and mismanagement.

III. FLRA OFFICE OF INSPECTOR GENERAL 2009-2011 STRATEGIC PLAN

The Office of Inspector General (OIG) is currently staffed with two positions the Inspector General and an Administrative Assistant. In developing this Strategic Plan, the Inspector General reviewed previous Inspector General and FLRA Strategic Plans, risk management in the FLRA and previous Inspector General oversight activities, findings and recommendations, current Federal requirements and FLRA administrative programs to determine the 2009-2011 FLRA Inspector General Strategic Plan.

As part of the FLRA Inspector General 2009 -2011 Strategic Plan process, the FLRA Inspector General assessed the FLRA program audits, internal reviews, investigations, evaluation and inspection universe, then prioritized the 2009-2011 oversight functions based on the following factors:

- (1) Mission critical and significant issues related to the mission of the FLRA;
- (2) Presidential, Congressional and PCIE/ECIE current interest items;
- (3) Financial materiality, risk assessments, and internal controls;
- (4) Impact and net benefits to be derived from conducted oversight activities;
- (5) Management controls and human capital; and
- (6) Helping management rebuild an important but destroyed organization.

The table set forth below, represents the audits and audit-related activities to be undertaken by the FLRA Inspector General for Fiscal Year 2009 - 2011. This plan will be the basis for oversight functions addressed by the Inspector General. The strategic plan will be reviewed periodically and revised as necessary to reflect changing priorities or any specific requests from Congress, the Inspector General Council and the Chairman of the FLRA.

IV. PERFORMANCE MEASURES

The success of the FLRA Inspector General under the strategic plan will be measured by:

A. The extent to which audits and other oversight activities reflect positive change in FLRA programs and operations.

Positive change is indicated by:

- (1) Actions taken by the FLRA to address audit and other oversight activities report findings and recommendations.
- (2) Measurable financial benefits such as: (a) reductions in costs through better contracting, procurement, or management; and (b) reductions in cost through economies used by personnel and/or other resources.

- (3) Improved efficiency through eliminating redundant actions or lack of coordination and through achieving greater outputs from the same inputs.
- (4) Improved quality of service and better access to information and recommendations through reduced response time and proper implementation.
- (5) Improved planning, control, and management through improved financial accounting, clearer definition of priorities, and better control and management of manpower, material assets and resources.
- (6) Improved accountability through better external and internal management controls.

B. The extent to which the benefits of FLRA Inspector General audits and oversight reviews exceed the costs of conducting them.

The financial benefits and the benefits of improvements in efficiency, quality of service, planning, management, and accountability should outweigh the cost in FLRA Inspector General resources in achieving these benefits.

Oversight Activities for FY 2009-2011

- The FLRA Inspector General will conduct the following oversight activities during 2009-2011:
- Evaluation of all Previous and Current Oversight Findings and Recommendations
- Internal Review of FLRA Federal Services Impasse Panel
- Internal Review of Case Management
- Internal Review of Federal Labor Relations Authority Updates
- Audit of FLRA Financial Statements. 2009- 2010
- Audit of Financial Information Security Management Administration (FISMA), and E-Government Development (audit requested for this subject matter for the last three years but Management did not respond to the FLRA IG's request for required budget.)
- Peer Review of Federal Agency Investigations 2010
- Congressional Requests for Inspector General Information
- Semi Annual Reports to Congress, 2009-2011
- Inspector General Council Human Resources