



# At a Glance

## What Are Management Challenges?

According to the Government Performance and Results Modernization Act of 2010, 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.

An internal control system is a continuous component of operations that provides reasonable assurance that an entity's objectives will be achieved.

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 2016. We are also noting an internal control weakness.

Send all inquiries to our public affairs office at (202) 566-2391 or visit [www.epa.gov/oig](http://www.epa.gov/oig).

[Listing of OIG reports.](#)

## FY 2016 U.S. Chemical Safety and Hazard Investigation Board Management Challenges

**Attention to CSB management challenges could result in stronger results and protection for the public, and increased confidence in management integrity and accountability.**

Based on our continuous audit work, CSB public hearings, congressional hearings and CSB board meetings, we identified three management challenges and one internal control weakness related to operational controls.

### ***CSB Should Continue to Address Employee Morale***

- CSB's management must continue to address its employee morale to improve accomplishment of its investigative mission. The House Oversight and Government Reform Committee held a hearing on CSB in June 2014 and found "...a toxic work environment" at CSB, "...retaliation against whistleblowers," and the former Chairperson's "...disregard for proper board governance." The newly confirmed Chairperson has implemented initiatives to improve employee morale by creating an environment to encourage open communication.

### ***CSB Should Increase Its Investigations and Improve Investigative Management Controls***

- CSB is not investigating all accidents that fall within its legal jurisdiction, and should increase the number of investigations it conducts. CSB has a "gap" between the number of accidents that it investigates and the number of accidents that fall under its statutory responsibility to investigate. Also, CSB needs to improve controls over investigations that it does conduct.

### ***CSB Should Establish a Chemical Reporting Regulation***

- CSB has not published a chemical incident reporting regulation as required in the Clean Air Act Amendments of 1990.

We also note an internal control weakness that CSB should address regarding purchase cards and program operations.

Due to corrective actions taken by CSB, we removed two issues cited in our fiscal year 2015 report. The two issues removed were on the Information Security Program and Electronic Records Management.

CSB is concentrating efforts on improving the management challenge on employee morale, and has identified actions taken to address the management challenges and the internal control weakness.