



At a Glance

The CSB's Fiscal Year 2025 Top Management Challenges

What Are Management Challenges?

The Reports Consolidation Act of 2000 requires each inspector general to prepare an annual statement summarizing what the inspector general considers to be "the most serious management and performance challenges facing the agency" and to briefly assess the agency's progress in addressing those challenges.

Our previous U.S. Chemical Safety and Hazard Investigation Board [report](#), *The CSB's Fiscal Year 2024 Top Management Challenges*, issued December 6, 2023, identified four top management challenges facing the Agency. Those challenges addressed operating effectively without a full board, minimizing mission-critical staff vacancies and attrition rates, improving cybersecurity, and promoting ethical conduct. We have retained these challenges for fiscal year 2025.

This report addresses the three CSB goals:

- *Prevent recurrence of significant chemical incidents.*
- *Advocate safety and achieve change.*
- *Create and maintain an engaged, high-performing workforce.*

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[List of OIG reports.](#)

What We Found

For fiscal year 2025, we retained the four challenges from our fiscal year 2024 U.S. Chemical Safety and Hazard Investigation Board's top management challenges report. We consider these to be the CSB's greatest vulnerabilities to waste, fraud, abuse, and mismanagement and the most significant barriers to accomplishing the CSB's mission.

1. Operating effectively without a full board

The CSB's governing board continues to operate at 60 percent capacity, with only three confirmed members. The Clean Air Act Amendments of 1990 established that CSB's board shall consist of five board members, including a chairperson, who are appointed by the president and confirmed by the Senate. That board is responsible for major budgeting decisions, strategic planning and direction, general oversight of the CSB, and approval of investigation reports and studies. A full board ensures that the CSB can function effectively in the event of the loss of one or more board members.

2. Minimizing mission-critical staff vacancies and attrition rates

Vacancies and attrition rates remain a concern. As of early June 2024, the CSB's staffing level was 21 percent short of its authorized 52 full-time equivalents for fiscal year 2024. Despite some improvements, we remain concerned that staffing problems affect the CSB's ability to carry out day-to-day operations in a timely manner, including contracting, administrative support, deployment to new incidents, completion of investigations, and issuance of reports.

3. Improving cybersecurity

During fiscal year 2024, the CSB began implementing improvements to its information security processes and procedures we recommended in accordance with the *Federal Information Security Management Act of 2014*. The CSB improved its information security program maturity level to a Level 2, Defined.

4. Promoting ethical conduct

In July 2023, the U.S. Office of Government Ethics issued a report with ten recommendations for improving the CSB's ethics program. The OGE has closed two of the recommendations but eight are still open. CSB management anticipates all the remaining recommendations will be closed during fiscal year 2025.