



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

CPM 2023-07  
April 18, 2023

**MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS**

**FROM: KIRAN A. AHUJA  
DIRECTOR**

**Subject: Removal of the COVID-19 Governmentwide Operating Status  
Announcement**

Effective May 15, 2023, the U.S. Office of Personnel Management (OPM) will remove the COVID-19 Governmentwide operating status announcement. At the onset of the pandemic, OPM issued a Governmentwide operating status announcement that the Federal government should operate as “Open with Maximum Telework Flexibilities to All Current Telework Eligible Employees, Pursuant to Direction from Agency Heads.” At that time, the status recognized that (1) many thousands of Federal employees needed to continue to report to their regular worksite, because the functions of their jobs could not be performed from an alternate worksite, and (2) other Federal employees who were eligible to telework could work from home to protect themselves, their colleagues, and their families due to the circumstances of COVID-19.

Consistent with [Memorandum M-21-25](#), COVID-19 is not driving decisions regarding how Federal agencies work and serve the public as it was at the outset of the pandemic. For the last several years, Executive departments and agencies have taken steps for the effective, orderly, and safe increased return to the workplace, and many Federal employees have completed reentry. We have maintained the COVID-19 Governmentwide operating status until now to preserve maximum flexibility for agencies to learn from work environment innovations and to allow for agencies to adjust their reentry plans in the most appropriate way considering the needs of each agency. As a practical matter, we do not expect this operating status change to have significant impact on agency and workforce readiness. Agencies have been executing their reentry plans and policies over the past year ensuring effective and efficient delivery of services and programs. Supervisors and employees should continue to follow their internal agency plans and standard operating procedures.

Further, as required by Office of Management and Budget (OMB) [Memorandum M-23-15](#), agencies are developing updated Work Environment Plans (based on post-reentry plans) to improve organizational health and organizational performance. OMB Memorandum M-23-15 informed agencies of an expectation to increase meaningful in-person work while still using flexible operational policies. Agencies should continue to

strategically use telework and remote work policies in support of their workforce plans moving forward while capitalizing on the benefits of meaningful in-person work.

As a reminder, OPM issues [operating status announcements](#) that only apply to employees working in all Executive agencies with offices located **inside** the “Washington Capital Beltway.” Employees working in Federal agency offices located **outside** of the “Washington Capital Beltway” must follow the operating status announcements issued by their agency. For additional information, please see OPM’s [Governmentwide Dismissal and Closure Procedures](#).

### **Additional Information**

Agency headquarters-level human resources offices may contact OPM at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov). Employees should contact their agency human resources office for further information on this memorandum.

cc: Deputy Chief Human Capital Officers and Human Resources Directors