

SAMPLE FACTUAL SUMMARY
OFFICE OF INVESTIGATIONS REPORT NUMBER 5-1999-001

OI Report No. 5-1999-001 involves an operations department supervisor (supervisor) at the Alpha Nuclear Plant, who was transferred to a less desirable, non-managerial position by licensee management for allegedly raising safety concerns. The supervisor raised numerous safety concerns to the Plant Manager, as well as other managers at the Alpha Nuclear Plant. The concerns involved safety-related functions performed by operators.

The supervisor created documentation (condition reports) of his safety concerns to management in early December, 1998, at about the same time he verbally raised the concerns. On January 9, 1999, the Operations Department Manager notified the supervisor that he was being transferred to a non-managerial position in the training department. This action took place approximately one month after the supervisor had raised the safety concerns described above. The position to which the supervisor was transferred had no supervisory responsibilities, and was generally considered a less desirable position than an operations department supervisor. The supervisor also lost the opportunity for overtime and shift differential pay.

The evidence indicates that certain managers at the Alpha Nuclear Plant considered the supervisor's raising concerns as an aggravation and a barrier to completion of certain operating procedures. One manager told the supervisor that he would be replaced if he did not stop causing problems for the licensee by raising safety concerns.

Further, the evidence indicates that the supervisor was technically very competent as an operations supervisor.

Finally, the supervisor had received excellent performance appraisals during the years prior to his transfer to the training department. There is no documentation of any performance-related problems concerning the supervisor.