

From: Magdalena Dziezic
To: Patrick Louden
Subject: New allegation, RIII-2004-A-0048/Point Beach

Pat,
These are the concerns I identified during my review of the fax.

Concern 1: The CI is concerned that the present over emphasis on back-log reduction and arbitrary "excellence plan" items significantly reduces the plant staff's ability to identify, evaluate, and resolve issues.

Concern 2: An individual is concerned that there is a widespread "chilling effect" in the plant. In fear of retaliation, a) the workers do not perform thorough evaluations of corrective actions so the due dates are not extended, b) staff does not admit to human errors and things are not being reported.

Concern 3: An individual is concerned that the corrective action program is not being used; therefore it is not effective.

I believe, concern 1 is the root cause; because of the pressure from the management to reduce back-logs (could also mean generating CRs), the workers are afraid of being retaliated against and do not perform thorough evaluations, do not report things. The final result in this chain is the corrective action program not being used and not efficient.

I think concern 2 and 3 could be actually combined since concern 3 is a direct result of concern 2 and we could just add a sub-point c). I have talked with Jim and he actually said we could come up with 3 or 4 concerns from this fax but it depends how much we can do about a specific concern. If you list all of them separately and recommend to close all of them because they are too general, maybe we should combine them into one concern and forward it to the licensee or follow up on it during our next inspection, if possible.....This is really up to you at this point

Thank you
Magda

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