

U.S. NRC

UNITED STATES NUCLEAR REGULATORY COMMISSION

Protecting People and the Environment

**NRC Peach Bottom
Safety Conscious Work Environment
(SCWE) Exit Meeting**

**April 15, 2008
Peach Bottom Inn
Delta, PA**



SCWE Inspection Exit

Introduction

NRC:Region I

Marc Dapas, Deputy Regional Administrator

Paul Krohn, Chief, Division of Reactor Projects (DRP), Projects Branch 4

Mel Gray, Chief, DRP, Technical Support and Assessment Branch

Scott Barber, Senior Project Engineer, DRP

Exelon

Joseph Grimes, Site Vice President, Peach Bottom

Michael Massaro, Plant Manager, Peach Bottom

James Meister, Vice President, Operations Support

Jim Kovalchick, Manager, Peach Bottom Site Security



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Opening Remarks

**Marc Dapas, NRC RI
Deputy Regional Administrator**



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Safety Conscious Work Environment (SCWE)

A work environment where employees are encouraged to raise safety concerns and where concerns are promptly reviewed, given the proper priority based on their potential safety significance, and appropriately resolved with timely feedback to the originator of the concerns and to other employees.



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Four SCWE Principles

- Employee Willingness to Raise Safety Concerns

- Effective Processes for Problem Identification and Resolution

- Effective Alternate Means of Raising and Addressing Concerns

- Effective Methods to Detect and Prevent Retaliation



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SCWE Inspection – March 24 - 28, 2008

Inspection Team Members

Mel Gray	Team Leader
Scott Barber	Assistant Team Leader
Dana Caron	Senior Security Inspector
David Everhart	Security Inspector
David Silk	Senior Reactor Inspector
Thomas Setzer	Reactor Inspector



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Inspection Objectives

- Review SCWE survey results and other inputs, including information in the Employee Concerns Program (ECP) and Corrective Action Program (CAP).
- Determine whether self-assessment was of appropriate scope and depth to identify work environment issues and develop recommendations for further improvement.
- Perform independent sampling of the Peach Bottom SCWE through focus group and individual interviews.
 - 10 focus group interviews (8 – 10 individuals)
 - 24 individual interviews with employees and supervisors
 - Numerous interactions with plant personnel



Survey/Focus Group Results

- In January, 2008, Exelon conducted written surveys of 87% of their staff and the results indicated the SCWE was effective.
- NRC Inspection Team focus group and interview results were consistent with the Exelon written survey results.
- NRC focus groups/interviews revealed:
 - A consistent willingness to raise safety issues in all departments;
 - A vast majority stated they would raise safety issues under all conditions;
 - A vast majority did not have knowledge of peers that may be hesitant to raise safety issues;
 - Corrective action program usage was encouraged at a low threshold; and
 - No indications of retaliation or fear of retaliation for raising safety issues.



Review of Exelon's Self-Assessment

- The Inspection Team determined that:
 - Appropriate scope and detail to identify work environment issues and to develop recommendations for further improvement.
 - Considered the survey results in detail, including write-in comments, along with insights from the CAP and ECP to identify deficiencies and areas for improvement.
 - Planned actions to address the issues and recommendations for further improvement appear reasonable.



Inspection Team Observations - ECP

- Some ECP Investigations warranted increased rigor to fully explore the conditions and potential for negative SCWE perceptions.
- ECP records, in some instances, needed enhancement to document how issues were resolved.
- Identified one Unresolved Item involving the extent of the problem, and whether the CAP should have been used to identify and document corrective actions taken in July 2007 for an operator who was observed reviewing non-technical reading material in the control room.
 - Corrective actions taken at the time included management addressing the individual's performance and reinforcing Exelon's standards with all operators.



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Inspection Team Observations - Security

- The results of our reviews indicated there has been improvement in the safety conscious work environment with Security.
- Continued oversight and close monitoring of a security SCWE is warranted to ensure these improvements are sustained.



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Inspection Team Observations - Communications

- Exelon's evaluation determined that SCWE could be further improved through enhanced communications regarding the scope of refueling outage work.
- The inspection team determined the scope of this recommendation should include on-line work and work during power reductions.



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Inspection Team Conclusions

- Exelon's self-assessment was of appropriate scope and detail to identify work environment issues and to develop recommendations for further improvement.
- Some ECP investigations require increased rigor to fully explore the conditions and potential for negative SCWE perceptions. Confidence in ECP requires enhancement in some work groups.



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Inspection Team Conclusions

- While the Security work environment has shown improvement, continued oversight and close monitoring is warranted to ensure improvements are sustained.
- One Unresolved Item regarding the extent of the problem and whether the CAP should have been used to document a performance issue identified in July 2007.



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Ongoing Activities

- Confirmatory Action Letter Status Inspection - June 2008

- Supplemental Inspection for White Finding –
- To Be Scheduled

- Mid-Cycle Assessment of Peach Bottom Performance - August 2008

- Increased NRC Management and Inspector Oversight - Continuous



Reference Sources

➤ **Reactor Oversight Process**

<http://www.nrc.gov/NRR/OVERSIGHT/ASSESS/index.html>

➤ **Public Electronic Reading Room**

<http://www.nrc.gov/reading-rm.html>

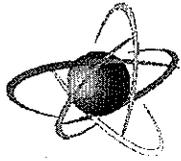
➤ **Public Document Room**

1-800-397-4209 (Toll Free)



Exelon Presentation and Remarks

Status of SCWE Surveys at Other Exelon Nuclear Sites



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END OF THE NRC SCWE TEAM INSPECTION EXIT



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Reference Documents

- **Augmented Inspection Team (AIT) Inspection Report (ML073090061)**
- **Follow-Up Inspection Report (ML073550590).**
- **Reactor Oversight Process (ROP) Deviation Memorandum (ML073320344).**
- **Final Significance Determination Letter (ML080440012).**
- **Confirmatory Action Letter (CAL) (ML072920283).**
- **Annual Assessment Letter (ML080630190).**