



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D. C. 20555

April 5, 1991

Docket No. 50-305

Mr. Ken H. Evers  
Manager - Nuclear Power  
Wisconsin Public Service  
Corporation  
Post Office Box 19002  
Green Bay, Wisconsin 54307-9002

Dear Mr. Evers:

SUBJECT: PACIFIC NORTHWEST LABORATORIES (PNL) RESEARCH PROJECT

The NRC Office of Nuclear Regulatory Research has contracted with Pacific Northwest Laboratories (PNL) to develop information on the extent to which there are empirical trends in the relationship between nuclear power plant staffing and safe operations and maintenance. Issues related to staffing were addressed in several investigations of the incident at Three Mile Island Unit 2 and resulted in changes to staff size and composition at all plants, both in the United States and abroad. The NRC is aware that some of these changes were the result of regulation while others were the result of the utility's own initiatives. The NRC needs to better understand the decision-making process utilities use to determine staff size and composition so that the NRC can make informed decisions on staffing issues. The important information gained from this effort will be considered in ongoing efforts related to maintenance and operator licensing and for decisions related to staffing for advanced reactors.

Current data are needed from a sample of nuclear power plants to determine how decisions are made to establish numbers of people, qualifications for positions, types of jobs, configuration of staff, bases for staffing practices, manpower planning and decision making, and the extent to which these factors correlate with safe start-up and operations of nuclear power plants.

The primary information NRC wants to gain from this effort relates to the decision making process utilities go through when establishing staffing practices. The information will be obtained through interviews with key personnel at utility headquarters and at the plant. PNL will need to spend approximately one day at utility headquarters and a day and a half at the plant.

Actual staffing data are also needed to examine the results of your decision-making process. To reduce the time needed to retrieve the quantitative data which would be available from your records, we are including a list of these information needs as Enclosure 1. Please have them available for PNL at the time of the interviews.

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*MSB*  
*MMH*

Mr. Ken H. Evers

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Kewaunee was selected for this study from a stratified random sample where all operating plants were divided into eight categories based on plant age and number of nuclear units operated by the utility. Your assistance would be greatly appreciated.

Please inform us if you are willing to participate in this study and suggest possible dates for the PNL site visits. If you are unable to participate, please let us know so that a backup plant can be selected. You may contact Allen Hansen, Project Engineer, at (301) 492-1390 if you have any questions.

Sincerely,

*151*

Anthony T. Gody, Jr., Project Manager  
Project Directorate III-3  
Division of Reactor Projects III/IV/V  
Office of Nuclear Reactor Regulation

Enclosure:  
As stated

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QUANTITATIVE INFORMATION NEEDS

- Numbers of plant personnel in Engineering (Technical Services), Operations, and Maintenance
- Plant organization chart(s)
- Numbers of contractor personnel used during regular operations in Engineering, Operations, and Maintenance for each of the last five years
- Numbers of contractor personnel used during outages for Engineering, Operations, and Maintenance during each of the last five years
- Turnover rate figures for the past year for positions in (1) maintenance, (2) operations, (3) engineering, and (4) management
- Staffing plan or other document(s) that indicate vacant positions in (1) maintenance, (2) operations, (3) engineering, and (4) management
- Lists of training courses for entry-level employees in (1) operations, (2) maintenance, (3) engineering, and (4) management positions.

Mr. Ken H. Evers  
Wisconsin Public Service Corporation

Kewaunee Nuclear Power Plant

cc:

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