

SEP 18 1979

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Docket No. 50-331

The Honorable John C. Culver
United States Senate
Washington, D. C. 20510

Dear Senator Culver:

REGULATORY DOCKET FILE COPY

This is in response to the inquiry from Mr. J. Michael Powrie which your office, on August 20, 1979, forwarded to NRC for appropriate action.

The NRC requires that each licensee establish the trustworthiness and reliability of all personnel to which they intend to grant unescorted access to the "protected area" of the nuclear power facility prior to granting such access.

Paragraph 4.3 of American National Standard (ANSI) N18.17 extracted below depicts a trustworthy and reliability assessment method found to be acceptable to the NRC. It is considered equally acceptable for licensee employees, licensee contractor employees or any other personnel requiring unescorted access.

ANSI 18.17

4.3 Employee Screening.. Procedures shall be employed for making a determination of the acceptability of candidates for nuclear plant employment and the continuing acceptability of employees with regard to their trustworthiness. These procedures shall include, as a minimum, the following provisions:

(1) an investigation, either prior to employment or prior to assignment to a position allowing access without escort, to disclose adverse character traits that might bear on his abilities or motivation to discharge his duties in a responsible manner.

(2) examination by a licensed psychiatrist or physician, or other person professionally trained to identify aberrant behavior either prior to employment or prior to assignment to a position allowing access without escort, for the purpose of observing and disqualifying persons displaying indications of emotional instability such that there is reasonable doubt the person could discharge his duties in a competent manner

(3) continued observation of all employees and appropriate corrective measures by responsible supervisors for indications of aberrant behavior of personnel in the course of performance of their duties.

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The NRC has recognized the merit of prior continuous trustworthy employment and has found three continuous years of trustworthy employment to be equivalent to the background investigation and the examination for indications of emotional instability of ANSI N18.17 Paragraph 4.3 (1) and (2) above. This method requires (a) at least three continuous years of employment of the individual with the licensee or his contractor is documented and (b) the trustworthiness of the individual is determined by a review of the individual's employment record.

The Iowa Electric Light and Power Company also prescribed in their security plan a polygraph test as a trustworthiness and emotional stability assessment equivalent to the background investigation and the examination. The NRC has also found this to be an acceptable alternative screening method as proposed for use by the licensee.

The NRC holds the licensee responsible for the personnel trustworthiness determination. The licensee may delegate the screening implementation, provided, through audits or other means, he assures a continuing acceptable screening quality level by the delegatee. The time and resources required to implement these methods varies with the individual as well as between methods. When there is a significant discontinuity in the observation of an employee's on-the-job performance rescreening is generally required. Where the initial screening reveals possible negative indicators further verification screening is generally instituted.

In summary the Iowa Electric Light and Power Company's Security Plan provides for the three above alternative means of establishing personnel trustworthiness and the NRC has found all acceptable. All personnel to be granted unescorted access must be subjected to a screening by at least one of these means - the means is at the licensee's option.

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Sincerely,

ORIGINAL SIGNED BY R. G. SMITH

Lee V. Gossick
Executive Director
for Operations

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The NRC holds the licensee responsible for the personnel trustworthiness determination. The licensee may delegate the screening implementation, provided, through audits or other means, he assures a continuing acceptable screening quality level by the delegatee. The time and resources required to implement these methods varies with the individual as well as between methods. Further rescreening is generally required in instances of cognizance discontinuity. Where the initial screening reveals possible negative indicators further verification screening is generally instituted.

In summary the Iowa Electric Light and Power Company's Security Plan provides for the three above alternative means of establishing personnel trustworthiness and the NRC has found all acceptable. All personnel to be granted unescorted access must be subjected to a screening by at least one of these means - the means is at the licensee's option.

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Sincerely,

Lee V. Gossick
 Executive Director
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