



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

**OFFICE OF THE
INSPECTOR GENERAL**

September 28, 2015

MEMORANDUM TO: Victor M. McCree
Executive Director for Operations

FROM: Stephen D. Dingbaum */RA/*
Assistant Inspector General for Audits

SUBJECT: STATUS OF RECOMMENDATIONS: AUDIT OF NRC'S USE
OF THE NEWFLEX PROGRAM (OIG-14-A-08)

REFERENCE: CHIEF HUMAN CAPITAL OFFICER MEMORANDUM DATED
SEPTEMBER 22, 2015

Attached is the Office of the Inspector General's (OIG) analyses and status of recommendations 2 and 3 as discussed in the agency's response dated September 22, 2015. Based on these responses, recommendations 2 and 3 remain in resolved status. Recommendations 1, 4, and 5 were previously closed. Please provide an updated status of the resolved recommendations by August 1, 2016.

If you have any questions or concerns, please call me at 415-5915 or Eric Rivera, Team Leader, at 415-7032

Attachment: As stated

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Audit Report

AUDIT OF NRC'S USE OF THE NEWFLEX PROGRAM

OIG-14-A-08

Status of Recommendations

Recommendation 2: Modify the Supervisor Development Program to include training for managing NEWFlex work schedules and NEWFlex time and attendance reporting.

Agency Response Dated
September 22, 2015:

On August 13, 2015, Basia Sall, Leadership Development Manager in the Office of the Chief Human Capital Officer, Human Resources Training and Development (HRTD), presented to the U.S. Nuclear Regulatory Commission (NRC) Human Capital Council (HCC) on the status of the Supervisor Development Program (SDP). In summary, starting on January 1, 2016, the NRC will begin to outsource the majority of the SDP training to the Office of Personnel Management (OPM) as the forecast for hiring new NRC supervisors will decrease significantly in the coming years. This will include 2 weeks of onsite training at OPM with an option to complete 40 hours via online training (spaced out over 6 weeks). By completing this training, supervisors will satisfy the requirement for leadership training mandated by OPM via 5 CFR part 412 per the Federal Workforce Flexibility Act of 2004. In addition, NRC will continue to provide additional courses that fall outside of the OPM training. Those courses include the topics of Financial Management, Acquisitions, Managing Employees in Troubled Times, and NRC Culture and Values.

As we review the NRC Culture and Values course there will be an opportunity to incorporate items of importance from various NRC offices. While this course has not yet been developed (target date of implementation is June 2016), NEWFlex will be one of the topics incorporated into this course. Until that time, supervisors can review the online version of the Work Schedules and Work Related Overtime webinar which outlines how NEWFlex is incorporated into NRC.

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Status of Recommendations

Recommendation 2 (cont.):

Since incorporating NEWFlex into the SDP will only affect a small percentage of supervisors, HRTD recommends using a model similar to the Whistleblower training offered earlier in 2015. This would be holding an all supervisors training at NRC Headquarters via Webinar. The session will be recorded and placed into ilearn. For those supervisors attending, they will receive credit in ilearn. For those unable to attend, they can access the recording in ilearn and watch it on demand. This model was very successful and over 95% of supervisors completed the training. HRTD will work with their Human Resources Operations and Policy counterparts to develop and implement this training by March 31, 2016.

Target Date for Completion: June, 2016.

OIG Analysis:

The proposed action meets the intent of the recommendation. This recommendation will be closed when OIG is provided with documentation demonstrating that the Supervisor Development Program includes training for managing NEWFlex work schedules and NEWFlex time and attendance reporting.

Status:

Resolved.

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Status of Recommendations

Recommendation 3: Make the NEWFlex work schedule and NEWFlex time and attendance training provided in the Supervisor Development Program available online for all employees.

Agency Response Dated
September 22, 2015:

Per recommendation 2 above, HRTD will upload the recorded version of the NEWFlex training for supervisors into ilearn. This training will be available online via ilearn to all NRC staff. This training will be uploaded to ilearn by March 31, 2016.

Target Date for Completion: March 31, 2016.

OIG Analysis:

The proposed action meets the intent of the recommendation. This recommendation will be closed when OIG is provided with documentation demonstrating that the NEWFlex work schedule and NEWFlex time and attendance training provided in the Supervisor Development Program is available online for all employees.

Status:

Resolved.