

FORD 2

REGULATORY INFORMATION DISTRIBUTION SYSTEM (RIDS)

ACCESSION NBR: 9312290097 DOC. DATE: 93/07/29 NOTARIZED: NO DOCKET #
 FACIL: 50-400 Shearon Harris Nuclear Power Plant, Unit 1, Carolina 05000400
 AUTH. NAME AUTHOR AFFILIATION
 TEDROW, J. E. NRC - No Detailed Affiliation Given
 RECIP. NAME RECIPIENT AFFILIATION

SUBJECT: Package consisting of attachment to "Employee Concerns Programs."

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NOTES: Application for permit renewal filed. 05000400

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EMPLOYEE CONCERNS PROGRAMS

PLANT NAME: SHEARON HARRIS LICENSEE: CP&L DOCKET #: 50-400

NOTE: Please indicate yes or no as applicable and add comments in the space provided.

A. PROGRAM:

- 1. Does the licensee have an employee concerns program? Yes.
- 2. Has NRC inspected the program? Yes. Report # 50-400/93-17.

B. SCOPE: (Indicate all that apply)

- 1. Is it for:
 - a. Technical? Yes.
 - b. Administrative? Yes.
 - c. Personnel issues? Yes.
- 2. Does it cover safety as well as non-safety issues? Yes.
- 3. Is it designed for:
 - a. Nuclear safety? Yes.
 - b. Personal safety? Yes.
 - c. Personnel issues - including union grievances? Yes.
- 4. Does the program apply to all licensee employees? Yes.
- 5. Contractors? Yes.
- 6. Does the licensee require its contractors and their subs to have a similar program? No.
- 7. Does the licensee conduct an exit interview upon terminating employees asking if they have any safety concerns? Yes.

2500/028 Attachment

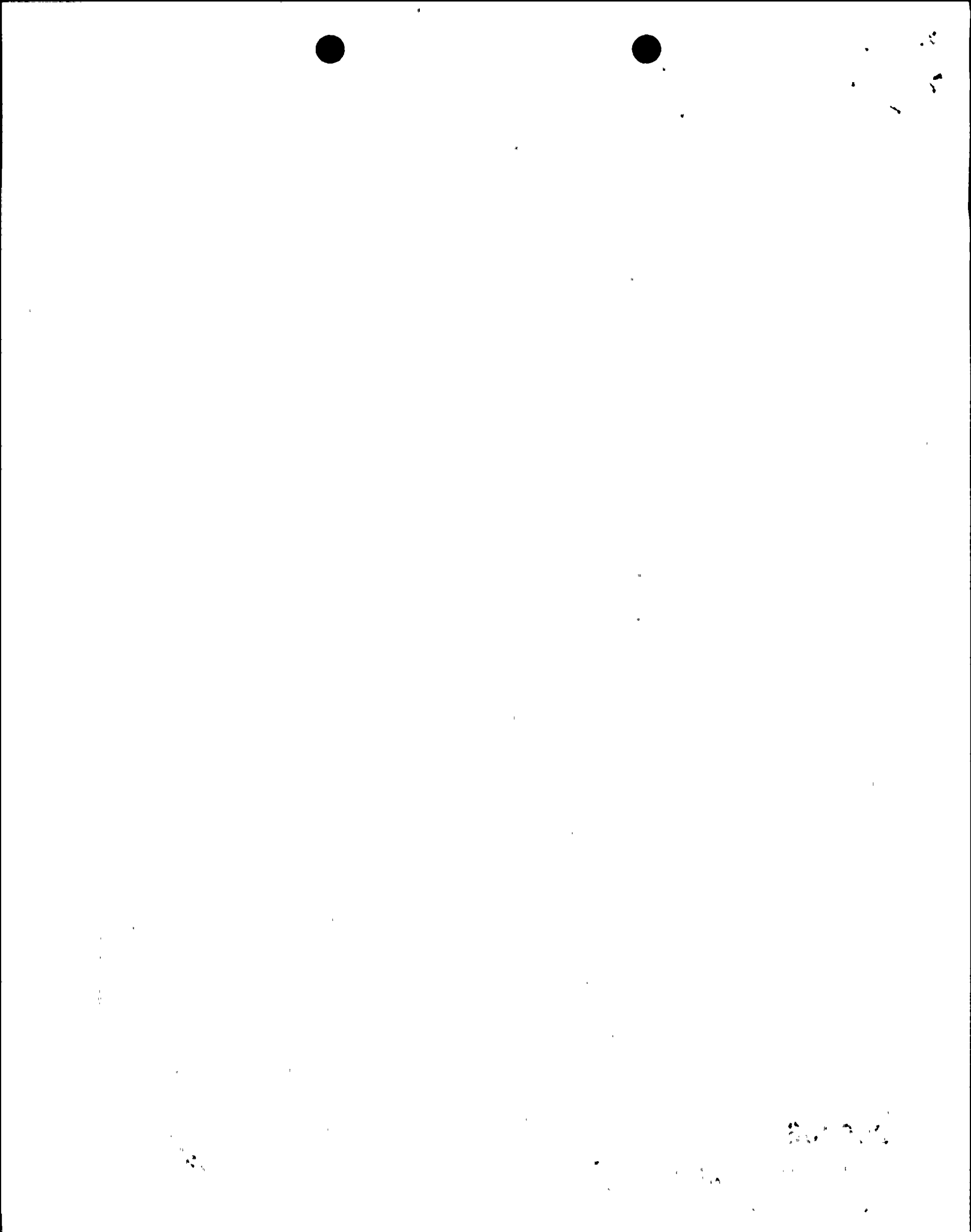
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Issue Date:
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C. INDEPENDENCE:

1. What is the title of the person in charge? Manager - Quality Check.
2. Who do they report to? Manager - Nuclear Assessment Department.
3. Are they independent of line management? Yes.
4. Does the ECP use third party consultants? No.
5. How is a concern about a manager or vice president followed up?
Reviewed by next level of management. Concerns regarding the Manager - Nuclear Assessment Department sent to Senior Vice President - Nuclear Generation.

D. RESOURCES:

1. What is the size of the staff devoted to this program?
Five (5).
One Manager - Quality Check
One Secretarial support
Three Quality Check - Site Representatives
2. What are ECP staff qualifications (technical training, interviewing training, investigator training, other)?
Interviewing training.
Very experienced QA-QC personnel used for ECP staff (several with 20 years experience).

E. REFERRALS:

1. Who has followup on concerns (ECP staff, line management, other)?
Concern reviewed/classified by ECP staff and assigned to line management for investigation/resolution.

F. CONFIDENTIALITY:

1. Are the reports confidential? Yes.
2. Who is the identity of the allegor made known to (senior management, ECP staff, line management, other)? (If other, explain). ECP staff
Senior Management

3. Can employees be:
 - a. Anonymous? Yes.
 - b. Report by phone? Yes.

G. FEEDBACK:

1. Is feedback given to the allegor upon completion of the followup? (Yes or No - If so, how?) Yes. Verbal.
2. Does program reward good ideas? Yes, letter of appreciation from President and Chief Operating Officer.
3. Who, or at what level, makes the final decision of resolution?
Manager - Quality Check.
4. Are the resolutions of anonymous concerns disseminated?
No.

H. EFFECTIVENESS:

1. How does the licensee measure the effectiveness of the program?
No formal measure established.
Low number of concerns exist.
2. Are concerns:
 - a. Trended? Yes, semi-annual reports.
 - b. Used? Yes.
3. In the last three years how many concerns were raised?
107
Of the concerns raised, how many were closed? 106

What percentage were substantiated? The licensee did not track substantiation of concerns. For the three nuclear safety concerns raised in the last three years, the inspector reviewed the disposition and found that none were substantiated.
4. How are followup techniques used to measure effectiveness (random survey, interviews, other)?
Random survey with senior management (annually).

5. How frequently are internal audits of the ECP conducted and by whom? Infrequent - last audit two (2) weeks prior to this current inspection by Nuclear Assessment Department. However, previous one over five (5) years ago.

I. ADMINISTRATION/TRAINING:

1. Is ECP prescribed by a procedure? Yes.
2. How are employees, as well as contractors, made aware of this program (training, newsletter, bulletin board, other)?
Training/Bulletin Boards.

ADDITIONAL COMMENTS: (Including characteristics which make the program especially effective, if any.)

Three tiers established for concerns:

CASE - Technical, quality, or nuclear safety-related concern. Warrants resolution through investigation and some form of action. Formal response to Manager - Quality Check required from line management.

MANAGEMENT INFORMATION ITEM - A concern which if not corrected could lead to a case. Warrants an investigation. Response required.

NOTICE OF INFORMATION - A concern which warrants management attention but does not require an investigation or response.

Due to the three tiers, all employee concerns are addressed.

NAME: TITLE: PHONE #:
J. E. Tedrow / SRI / 919-362-0601 DATE COMPLETED: August 13, 1993

