

MAY 6 1980

Docket No. 50-382

Louisiana Power & Light Company  
ATTN: Mr. J. M. Wyatt  
President and Chief Executive Officer  
142 Delaronde Street  
P. O. Box 6008  
New Orleans, LA 70174

Gentlemen:

Thank you for your letter of March 28, 1980 in response to my letter of December 4, 1979.

You are correct in your statement that the management appraisal inspections by the Performance Appraisal Branch (PAB) involve interviews with all levels of personnel. These inspections are designed to determine how the licensee manages licensed activities. The majority of the interviews are with managers from the first level supervisor up to top level management. The inspection will also include interviews with selected craftsmen and operators to determine:

- 1) Their understanding of the responsibilities assigned to them by the licensee's programs and procedures;
- 2) The adequacy of the training they have received to develop and maintain the proficiency needed to perform these responsibilities;
- 3) Their understanding of the program requirements for identifying and reporting problems and deficiencies found in the performance of their responsibilities; and
- 4) The extent to which management provides overview and direction to the individual in the performance of his responsibilities.

We recognize that interviews with construction personnel may result in the team encountering an occasional disgruntled employee. Our PAB inspection specialists are experienced enough to not allow such isolated contacts to detract from their inspection effort or influence their findings.

The management appraisal inspections are performed by a team of four to six inspection specialists including a team leader. The team leader will not be from the licensee's region and no more than two of the team members will be from the licensee's region. This practice will assure no loss of objectivity by the inspection team.

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MAY 6 1980

We cannot accept your recommendation to keep observations on non-regulatory aspects on an oral basis. It has always been our practice to provide the licensee with our findings in writing. These observations are the perceived strengths and weaknesses of the licensee's management control systems. Each PAB inspection report advises the licensee that he is not obligated to act on the observations. The licensee is requested, however, to review the observations to determine if their application to his management controls and quality assurance programs would enhance the safety of his operation. If we find that certain observations are generic to licensees having regulatory problems in an area (or generic to licensees having success in a particular area), we will initiate action to modify the appropriate regulatory requirements or guidance accordingly.

If you have any additional questions or comments on the above issues, I would be pleased to discuss them with you.

Sincerely,

Original signed by  
Victor Stello

Victor Stello, Jr.  
Director  
Office of Inspection  
and Enforcement

WPU: SM	AC: PAB/RCI	D: RCI	XOOS: IE	D: IE	ELD
5/1/80	JEGagliardo	HDThompson	DThompson	RCDeYoung	VStello
Job L	5/1/80	5/1/80	5/2/80	5/5/80	5/ /80