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AM-3

EMPLOYEE CONCERNS PROGRAMS

PLANT NAME: CNFP

LICENSEE: B&W FUEL COMPANY

DOCKET #: 70-1201

A. PROGRAM:

- 1. Does the licensee have an employee concerns program?
Not over and above a minimal program to comply with
10 CFR Parts 19 and 21.
- 2. Has NRC inspected the program? No

B. SCOPE:

- 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, in the sense that a contractor can
bring concerns to management.
- 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? No

C. INDEPENDENCE:

- 1. What is the title of the person in charge?
Sr. Health Physicist. Note that this is a collateral
duty.

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2. Who do they report to? **Manager, Safety and Licensing**
3. Are they independent of line management? **Yes, to the degree the safety group is independent.**
4. Does the ECP use third party consultants? **No**
5. How is a concern about a manager or vice president followed up? **Is not addressed in the program and has not been needed.**

D. RESOURCES:

1. What is the size of the staff devoted to this program?
One individual.
2. What are ECP staff qualifications (technical training, interviewing training, investigator training, other)?
No specific ECP requirements have been established.

E. REFERRALS:

1. Who has followup on concerns (ECP staff, line management, other)? **The program has never been used.**

F. CONFIDENTIALITY:

1. Are the reports confidential? **Unknown, the program is not defined in this area.**
2. Who is the identity of the allegor made known to (senior management, ECP staff, line management, other)?
None
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? **No history of feedback.**
2. Does program reward good ideas? **No**

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3. Who, or at what level, makes the final decision of resolution? **No history, but basically as high as needed.**
4. Are the resolutions of anonymous concerns disseminated?
No history
5. Are resolutions of valid concerns publicized (newsletter, bulletin board, all hands meeting, other)?
No history of such publication.

H. EFFECTIVENESS:

1. How does the licensee measure the effectiveness of the program? **No history of effectiveness measuring.**
2. Are concerns:
 - a. Trended? **No history of trending**
 - b. Used? **No history of use**
3. In the last three years how many concerns were raised? **None.** Of the concerns raised, how many were closed? **Not Applicable.** What percentage were substantiated? **Not Applicable.**
4. How are followup techniques used to measure effectiveness (random survey, interviews, other)?
No history of followup.
5. How frequently are internal audits of the ECP conducted and by whom? **No history of internal audits.**

I. ADMINISTRATION/TRAINING:

1. Is ECP prescribed by a procedure? **No**
2. How are employees, as well as contractors, made aware of this program (training, newsletter, bulletin board, other)? **Training and bulletin boards, but only with respect to 10 CFR Parts 19 and 21.**

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ADDITIONAL COMMENTS: The ECP discussed here involves the handling of concerns brought to the licensee under 10 CFR 19. No concerns have been handled yet by the program.

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