



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

October 25, 2022

MEMORANDUM TO: Hruta Virkar
Assistant Inspector General for Audits
Office of the Inspector General

FROM: Catherine Haney *Catherine Haney* Signed by Haney, Cathy
Deputy Executive Director for Materials, Waste, on 10/25/22
Research, State, Tribal, Compliance, Administration,
and Human Capital Programs
Office of the Executive Director for Operations

SUBJECT: STAFF RESPONSE TO THE OFFICE OF THE INSPECTOR
GENERAL'S AUDIT OF THE U.S. NUCLEAR REGULATORY
COMMISSION'S STRATEGIC WORKFORCE PLANNING PROCESS
(OIG-22-A-13)

The staff received the Office of the Inspector General's (OIG) "Audit of the NRC's Strategic Workforce Planning Process," dated September 26, 2022. This memorandum provides the staff's response to the audit recommendations. The response includes the planned actions and the target dates for completing the planned actions.

The OIG audit report finds that the U.S. Nuclear Regulatory Commission's (NRC) Strategic Workforce Planning (SWP) process effectiveness can be optimized, specifically noting that the process needs consistent and complete information and timely human capital planning. The OIG report made three recommendations regarding updating SWP guidance to Office Directors and Regional Administrators and updating agency policy and procedures to include Human Capital Operating Plan (HCOP) information. The OIG's recommendations and staff's responses are provided below.

CONTACT: Deborah Hackett, HROP/OCHCO
(301) 415-1415

Recommendation 1:

Update the *Enhanced Strategic Workforce Planning: Office Director and Regional Administrator Guidance* to provide specific methodologies, detailed instructions, measurement criteria, and scales that can be used to estimate the anticipated level of workload change, ranking of position risk factors, and prioritization of workforce gaps or surpluses.

Response and Planned Action

NRC initiated an evaluation of the SWP Process in October 2022. The evaluation is being conducted by Pacific Research and Evaluation (PRE), and the OIG recommendation has been shared with PRE. SWP guidance will be updated at the conclusion of the evaluation and will include the OIG recommendation.

Target Date for Completion: November 30, 2023

Points of Contact: Deborah Hackett, OCHO/ADHROP
301-415-1415

Matthew Meyer, OEDO/DAO
301-415-6198

Recommendation 2:

Update the *Enhanced Strategic Workforce Planning: Office Director and Regional Administrator Guidance* to incorporate attrition rates so that the NRC quantifies and considers non-retirement separations in workforce planning.

Response and Planned Action

The OIG recommendation to expand attrition data to include both retirement and non-retirement separations has been shared with PRE. SWP guidance will be updated at the conclusion of the evaluation and will include the OIG recommendation.

Target Date for Completion: November 30, 2023

Points of Contact: Deborah Hackett, OCHO/ADHROP
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Recommendation 3:

Update agency policy and procedures to include Human Capital Operating Plan information—specifically, information regarding the periodicity of the plan’s review, approval, and updating—in accordance with the Office of Personnel Management’s *Human Capital Operating Plan Guidance: Fiscal Years 2022-2026*.

Response and Planned Action

The HCOP information will be included in Management Directive 6.10, "Strategic Planning," which is scheduled to be updated in calendar year 2023.

Target Date for Completion: November 30, 2023

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